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# Intermountain Reporter

1998 Spring Edition



Published for Forest Service  
employees and retirees by:

Strategic Communications  
Intermountain Region  
Forest Service  
U.S. Department of Agriculture  
Federal Office Building  
324 25th Street  
Ogden, Utah 84401

Cindy Chojnacky, Editor  
Susan McDaniel, Design & Layout

## Payette Employees Create Winning Snow Sculpture

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# Introducing the Regional Forester Team

I would like to introduce a couple of new faces to this column.

From this edition on, Deputy Regional Foresters Chris Pyron and Jack Troyer will also take a turn sharing their thoughts with you.

We got to thinking that since we work as a team and set regional priorities as a team it would be good for you to get to know all three of us. We won't try to write this column together—you have probably seen papers "written by committee." But I thought it would be great if we each took a turn writing the "Regional Foresters' Message."

Jack and Chris probably need no introduction but I will give you a bit of background. Jack came here as DRF for State and Private Forestry in March 1997. He came from Wisconsin where he was Forest Supervisor of the Chequamegon and Nicolet National Forests. Jack is no stranger to R4; before his stint in the Midwest he was interagency team leader for the Greater Yellowstone Area. He

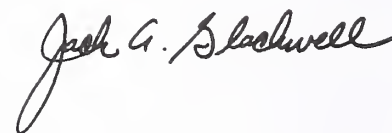
also has worked on the Shoshone, San Juan, and White River NFs and on NFs in California. A Colorado native, Jack has a degree in watershed management from Colorado State University.

Chris came to R4 as DRF for Administration in August 1997. Before that he was legislative resources specialist in the Office of the Chief. He has been a labor relations and employee relations specialist in the WO; acting assistant director for planning and application at the Northeast Research Station; and a district administrative assistant on the Six Rivers NF in California. He has a degree in economics from University of California at Riverside and has attended the Harvard Kennedy School of Government.

I'm a Minnesota native with a forestry degree from the University of Minnesota and a Forest Service work background in Minnesota, Alaska, Vermont, Wisconsin, and Washington D.C.

You can see that we bring a diverse geographic and professional background to this team. With our different experiences and views I think our leadership decisions represent unity but not unanimity. We hope that teams throughout this region will also enjoy and benefit from the diverse ideas and experiences of each member. We are enjoying working as a team and hope you each get to have this experience of synergy and learning.

I hope you will enjoy the different perspectives and personalities of your Regional Forester Team.



## Editorial Policy—Intermountain Reporter

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each edition will be based on articles submitted from Forests, Ecogroups and RO teams. The editor will try to feature all NFs and parts of the Region—but this is subject to the information received. The Intermountain Reporter will sometimes report on regional

or general interest articles. Please suggest ideas for these subjects to the Editor.

3. The Regional Foresters' message will express their views about current events and situations within the Region.
4. The content of the Reporter will be consistent with Forest Service policy.
5. All submissions must be delivered to the Editor by the 1st of the month prior to the desired publication date. Deadline for 1998 summer edition will be Friday, April 3, 1998.
6. Articles should be sent via IBM OpenMail to the Editor, Cindy Chojnacky/r4. Please send hard copy of each article and any accompanying photos and illustrations via

regular mail to Cindy Chojnacky, 1625 North 1640 East, Logan, UT 84341. (Units still on Data General may send articles to SC:R04A. Please send urgent, mark "for Intermountain Reporter," and send hard copy to CindyC as above.)

7. Articles should not exceed 800 words in length.
8. Photos should be black and white.
9. All articles are subject to editing.
10. Not all articles that are submitted will be printed.
11. The Editor has final say over content.



continued from page 1

So, have you ever wondered what Forest Service employees in McCall, Idaho do during the long, cold winter? With more than three feet of snow on the ground, the only thing to do is to get together and to get wacky!

The Payette National Forest snow sculpting team led by McCall District Ranger Randy Swick under the creative eye of Forest Supervisor Dave Alexander created this year's Major League First Place Winner. The sculpture was also named "Most Photogenic" and, a week later, also named "Best Maintained." The awards came as part of the McCall's 1998 Winter Carnival.

Employees spent two weeks, on their own time, up to their

elbows in snow and slush into the middle of night. Now tell me that's not wacky. The team re-created the legendary "Sharlie," sea serpent of Payette Lake, ridden by the "Buckaroo Bear," Smokey.

Also participating in the Carnival were the "wacky women" of Payette. They began entering the grand parade in 1992 and each year come up with a strange idea—from pirates to beauty queens to ballerina wannabes.

Both groups are donating their prize money to a local charity.

Miera Crawford  
Public Affairs Specialist  
Payette National Forest



## Some Tips on Kinds of Photos to Submit to the Reporter

### ✓ AWARD RECIPIENTS

Try to get shots of people actually doing what they were awarded for as opposed to handshake shots or holding their award.

### ✓ GROUP ACTIVITIES

Get frontal shots of the group doing the activity your article is about. Avoid "backside" shots.

### ✓ SPEAKER SHOTS

Especially those of the speaker in front of a podium are rather boring and don't tell a story. *Be creative.*

### ✓ ACTION SHOTS

Instead of posed shots.

### ✓ BACKGROUNDS

Be aware of backgrounds and what else is in photo range—that you don't necessarily want a photo of—backs of heads, reflections, anything that would distract from subject.

Remember, black and white is preferred, but color photos and slides are fine.



## Welcome to the last edition . . .

of the Intermountain Reporter done on Data General. Because of the partial transition to IBM underway in the Forest Service, this edition was also done by fax, Internet e-mail, telephone, futile attempts at downloading and uploading between computer systems, and lots of re-typing. I didn't realize how much I took for granted having all the information, electronically, on one system.

Right now we are not all on one system. You all have probably experienced this. I am evaluating how best to

collect and receive information for this publication in the interim until all units have successfully been transitioned from DG to IBM. If you have some ideas, questions, or articles to contribute, contact me at 435-755-0287 or send them hard copy to my address listed in Editorial Policy. I'd also like to hear or receive your best "computer transition horror story." If we get enough interesting stories, we'll run a special feature in the next edition.

*Cory C. Chapman*

## Continuous Improvement Survey Highlights Employee Concerns and Kudos

**T**he results from R4's 1997 Continuous Improvement Process survey are in, and there's good news and bad news.

The "bad news": only 18 percent of employees think that high-performing employees are promoted; only 13 percent that pay raises are based on performance. Only a third feel that work distribution is fair; fewer think the amount of work is reasonable. Just 37 percent agree that advancement opportunities are available for qualified people regardless of gender, race, religion, nationality, age, culture or disability.

Many interruptions, "red tape," too many management levels, and insufficient help and training for employees to deal with downsizing or pursue new careers also made the list of "Ten Lowest Ranked Items" in the survey.

On the other hand, on the list of "Ten Highest Ranked Items," three-fourths or more respondents agreed that R4 offers:

- ✓ Programs that encourage good health practices;
- ✓ Protection to employees from health and safety hazards on the job;
- ✓ Programs to help employees deal with work and family responsibilities;
- ✓ Family-related benefits;
- ✓ Opportunities for work-at-home and flexible work schedules;
- ✓ Accommodations for persons with disabilities;
- ✓ Policies and programs that promote diversity in the workplace;
- ✓ Coworkers who cooperate in getting the job done.

And some 83 percent agreed: "I like the work I do."

CIP is designed to evaluate the work environment for federal employees. It was recommended by the Work Environment National Taskforce created as a result of the Toward a Multicultural Organization report. In 1993, the taskforce defined the ideal work environment and suggested the Forest Service use CIP to measure and improve the environment.

The first survey ran nationwide in 1996. R4 and the then-Intermountain Research Station had the highest participation in the nation, said Chuck Fierro, CIP program manager.

However, the 1997, not the 1996 survey, will be the solid baseline, Fierro said, because there were major changes in the survey instrument. The first survey was developed by a contractor. After it was completed, WO leadership turned the project over to Office of Personnel Management (OPM) for a revamped survey. "There were concerns that the questions in the first study had not been properly validated," Fierro said. "OPM has had lots of experience with surveys." The new and improved CIP was administered to Forest Service employees in June and July of 1997.

The survey looks at 17 dimensions known to be characteristic of organizations with a superior climate/culture, leadership, quality and health. It also includes a section on labor-management relations from the 1997 CIP survey and two sections on personal work experiences and job satisfaction.

This time R4's participation rate matched the national average of 56 percent. Although employees "can remain as anonymous as you wish," Fierro said some people still fear reprisal.

In most categories, employee answers parallel national averages. For instance, R4 employees gave high marks to organization commitment to work and family life, diversity and quality of work life. About half praised supervision, teamwork, customer orientation and career development. These figures almost exactly matched national results. R4 employees gave lower marks to the following areas, in descending order:

- Communication - 49%
- Employee involvement - 47%
- Fairness - 41%
- Innovation - 41%
- Leadership - 39%
- Use of resources - 37%
- Strategic planning - 35%
- Rewards/recognition - 35%
- Job security/commitment to workforce - 34%
- Performance measures - 26%

Fierro said CIP allows managers to deal with employee concerns "before situations become difficult to handle. Don't view it as a way to point out your deficiencies as a supervisor, but as a means to find out what processes impede employees and create a negative work environment. It allows employees and supervisors to agree on actions to correct those processes." For employees, "this survey provides a means to identify and act upon your concern in a constructive manner," he added.

Fierro recently sent results to supervisors of each work group where five or more employees responded. Copies of the survey are also available from the R4 Civil Rights Office.

Fierro hopes that supervisors will distribute results to employees



for review; hold a facilitated meeting to discuss the items and develop action plans for resolving concerns; and then monitor and follow up on progress of the plans. "The CIP is really our tool to help us continue and reinforce the things we are doing well and to work on areas

where we can create a better working environment."

The next CIP survey is planned for spring, 1999.

Other federal agencies using CIP are U.S. Coast Guard, U.S. Mint, U.S. Army-Europe, Department of Education, Environmental Protection

Agency, U.S. Customs, General Services Administration, Defense Intelligence Agency, Office of Personnel Management, Federal Aviation Administration, National Oceanography and Atmospheric Administration.

## Fishlake National Forest Uses CIP Results to Change Its Ways

About 97 percent of Fishlake National Forest employees participated in the 1996 Continuous Improvement Process survey. Some 96 percent participated in 1997. Both times, it was the highest involvement of any Forest Service unit in the country.

Why the interest?

"I think employees knew we were serious about using the CIP to make changes," said Rob Mrowka, Forest Supervisor. "We used the (1996) CIP results to restructure our forest organization. We worked on the changes for nine months." The Fishlake has a proposal to the Regional Leadership Team to "change the way we do business," based on CIP results. "Employees saw the results of CIP I, so they participated in the second."

When the 1997 survey results came in, Mrowka and rangers held meetings at each Fishlake unit to discuss the findings. "We focused on the top ten and lowest 10 items. We asked employees 'what's working right?' Next they discussed areas where the organization didn't 'measure up' in terms of a good working environment. They considered that some of the concerns are driven by problems outside the scope of one unit or forest—things like downsizing, budget cuts and regulations, for instance."

Employees were asked "what are some things we can affect? What

can the forest do to address the negative issues?"

"When the CIP first came out I thought it was one of those things we do, that gets shelved or thrown out," noted Dandy Pollock, forester on the Beaver Ranger District. "I was impressed that Rob (Mrowka) came over, took the initiative to listen and sat down with everybody on the district."

Before the meeting, one concern was that the Fishlake had launched a major reorganization, but few updates had come to the field. "Since then they have been pretty good about giving us update messages and letting us know what's going on."

"With the reorganization, there were lots of fears about what might happen and where people might end up," noted Vince Pace, Richfield RD rangeland management specialist. "The way the CIP feedback has been handled has set some of those fears at rest."

"We all were saying, this is just another one of those surveys, but it makes a difference when the Forest Supervisor takes the time and wants your input," said Cindy Mackelprang, Beaver RD forestry technician.

"A lot of the stuff that came up in our meeting, he needed to hear. My impression was that he was already aware of some things but a

few items may have been a surprise . . . When he came, we felt like, he does care what's going on in the field, he is here to listen to us."

Mackelprang said forest leadership is trying to address one concern that came up several places—the need to set priorities and agree on what "falls off the plate."

Based on the district meetings, an analysis was done on how often negative areas came up at the five units, to identify the concerns most consistent across the forest. "We don't have a formal action plan but we have charged ourselves to work on these issues," Mrowka said.

A list has also been routed forestwide of positive areas, with work unit identified where the attribute was found so "people can network with each other and share good ideas," Mrowka said.

The meetings and analysis were done right after the Christmas holidays. "We wanted to address it right on," Mrowka said. "One reason people say they don't want to participate in these things is that 'nothing will change.' I think the folks on the ground on the Fishlake are seeing that we're eager to build on our strengths but also to deal with the problems."

Cindy Chojnacky  
Strategic Communications  
Regional Office

# Region

## Name that Team!

### Regional Teams, Boards and BODs Disclosed

The Federal government often seems pretty mysterious to the public with its many acronyms—USDA, USFS, BLM, USFWS, NMFS, WO, RO, SO, RD, NEPA, EIS, EA, FONSI, ID team. After several years of organization change efforts, the Intermountain Region has its own set of acronyms for leadership, organization levels and teams. New hires to R4 probably should have a glossary of organizational terms and roles added to their new employee orientation literature.

Several R4 employees asked the Intermountain Reporter for an article explaining the many teams, groups, and other entities that seem to have supplemented the traditional leadership structure in R4. Here is a list of key entities and what they are in charge of, as decided at the January Regional Leadership Team meeting.

#### RLT

Regional Leadership Team (formerly the Management Team).

**MEMBERS:** Regional Forester (RF), Deputy Regional Foresters (DRFs), Forest Supervisors (FSs), Deputy Forest Supervisors, Regional Directors, Regional Appeals Reviewing Officer (ARO) Vern Fleischer, Executive Assistant Glenna Prevedel, Rocky Mountain Research Station (RMRS) Assistant Director (A.D.) Dean Knighton, National Federation of Federal Employees (NFFE) Vice President George Christopher, and Columbia River Basin Project Manager Susan Gianettino.

**ROLES:** Exists to foster R4 success in fulfilling our share of the FS mission by . . . making decisions using an effective, inclusive process.

**AUTHORITY:** Category 1. Teams/individuals with delegated Executive Branch authority to make decisions (line officers).

#### BOD

Board of Directors

**MEMBERS:** Regional Directors, NFFE VP, RMRS A.D., ARO. Assisted by Strategic Analyst staff.

**ROLES:** Manage the Regional Office, provide oversight of and address issues ranging from those limited to a particular function to those having significant Regional implications. Determine priorities. Responsible to develop strategic direction for the Region.

**AUTHORITY:** Category 2. Specific assignment includes appropriate decisionmaking authority. Otherwise, role is advisory.

#### ECOGROUPS

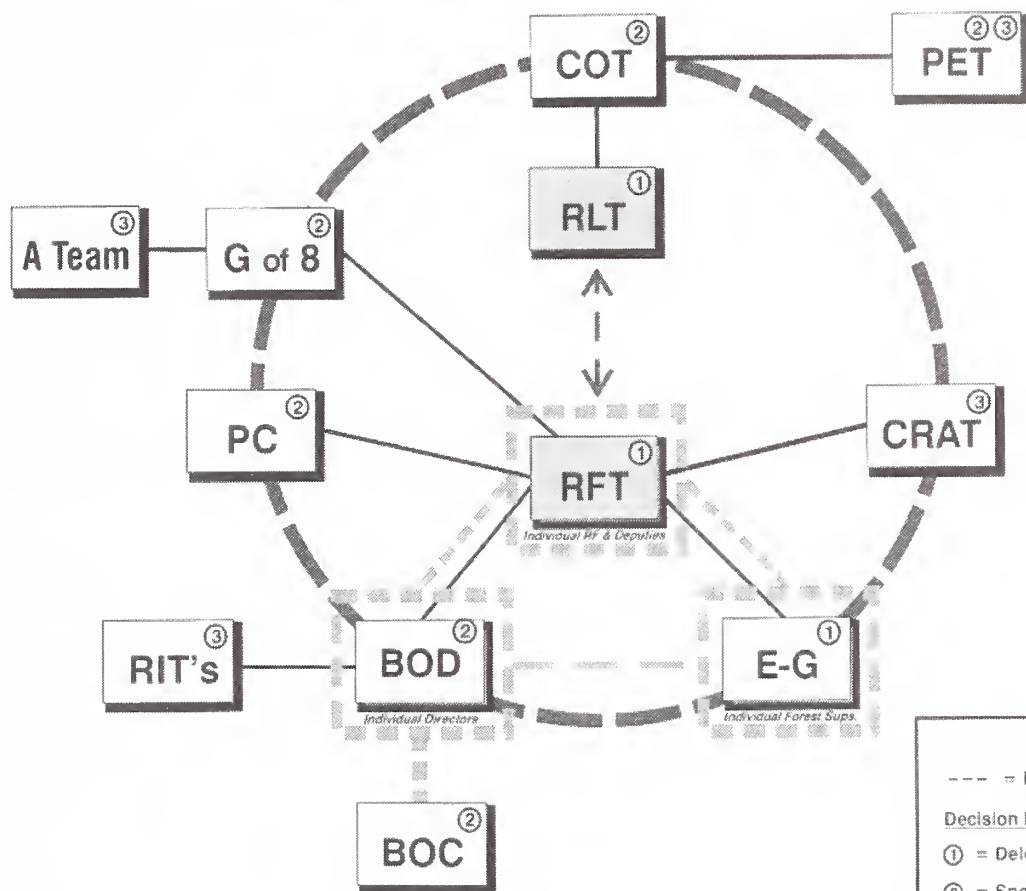
**NUEG** - Northern Utah Ecogroup - Ashley, Uinta and Wasatch-Cache led by Forest Supervisors (FS) of those units; **SUEG** - Southern Utah Ecogroup - Dixie, Fishlake, and Manti-LaSal (FS); Nevada Ecogroup - Humboldt-Toiyabe National Forests (FS); Central Idaho Ecogroup - Salmon-Challis NFs (FS); Greater Yellowstone Ecogroup - Targhee, Caribou, and Bridger-Teton NFs (FS).

**ROLES:** Overall leadership and direction in setting priorities and allocating human and financial resources within the ecogroup. Reports to the RFT. Team members have individual (tactical) Forest Supervisor responsibilities, as well as team responsibilities.

**AUTHORITY:** Category 1. Decisions (line officer).



## Regional Level Teams/Boards/Entities



### RFT

Regional Forester Team

**MEMBERS:** RF Jack Blackwell, DRFs Chris Pyron and Jack Troyer, Executive Assistant Glenna Prevedel.

**ROLES:** Make decisions and define responsibilities, timelines, and accountability for Regional leadership. Members have individual (tactical) responsibilities as well as team (strategic) responsibilities.

**AUTHORITY:** Category 1. Executive Branch authority to make decisions.

### RIT

Regional Issues Teams

**MEMBERS:** Depends on purpose of team. Examples include Employee Idea Team (EIT) and Roads Assessment and Policy Team.

**ROLES:** Teams appointed for specific purposes and various durations, usually short-term. (Example: EIT was recruited by COT last fall to provide cost savings and efficiency suggestions to BOD by involving other employees.)

**AUTHORITY:** Category 3. Advisory only; can make requests in the name of leadership teams they represent.

### GANG OF 8

**MEMBERS:** One Forest Supervisor from each Ecogroup, a Staff Director, and one Deputy Regional Forester (from RFT).

**ROLES:** Regional project budget allocations. Implements budget and financial decisions. Reports to RFT.

**AUTHORITY:** Category 2. Specific assignment includes appropriate decisionmaking authority; otherwise, advisory.

## BOCs

Boards of Customers

**MEMBERS:** During Region's reorganization efforts in the early 1990s, organization staffs/units were classified into "work," "service," and "strategy" levels. Several units identified as "service" ("Customer Service Teams") receive oversight from representatives of their customers, i.e. Boards of Customers. There now are various BOCs throughout the Region, including: Engineering; Minerals; Human Resources; Financial Resources; Lands; Cultural Heritage. Several other Customer Service Teams are working with entities similar in nature and charter to BOCs.

**ROLES:** Make decisions and recommendations to Gang of 8, RFT, BOD, and applicable Customer Service Team. Ensures that customers' expectations are met through open communication and feedback between service team and the customers. Also provides strategic recommendations in the program area; approves service team's program of work and priorities, and organization and staffing; recommends budget and funding level (working with Gang of 8); provides feedback to service team leader on team member performance. Works with individual Directors and applicable Customer Service Teams.

**AUTHORITY:** Category 2. Some specific decisionmaking authority; advisory.

## COT

Corporate Oversight Team

**MEMBERS:** One FS or Staff Representative from each Ecogroup, two Regional Directors, one DRF, NFEE VP. Assisted by Strategic Analyst Staff. Appointed in September, 1997 by the RLT.

**ROLES:** Develop measures to reduce costs and increase revenues Regionwide. Work through existing staffs and organizations to aid collaborative decisionmaking. Make strategic decisions and recommendations, working with the Gang of 8, that involve budget needs. Develop measures to manage the overall distribution of FTE's ("full-time equivalents"—number of fulltime employees a unit is allowed) within the Region.

**AUTHORITY:** Category 2. Some specific decisionmaking authority; otherwise, advisory.

## PET

Partnership Enhancement Team  
(Originally referred to as "Grants and Agreements Team")

**MEMBERS:** One representative from each state: Utah, Idaho, Nevada, Wyoming. RLT decided on this team in September 1997 and it was later chartered by the COT. Mentored by Regional Recreation and Lands Director Bob Ross and advised by Regional Grants and Agreements Coordinator Lars Lind.

**ROLES:** Develop and engage in strategies, processes, and techniques for both enhanced cost recovery opportunities and additional revenues for the Intermountain Region. Develop new funding approaches above and beyond R4's successful partnership and volunteer program. Set criteria to keep efforts focused on natural resources work. Reports to COT.

**AUTHORITY:** Category 2. Some specific decisionmaking authority; otherwise, advisory.

## CRAT

Civil Rights Action Team

**MEMBERS:** Representatives from each Forest and from the Regional Office.

**ROLES:** Serve as clearinghouse for employee civil rights concerns and issues. Recommend to Leadership, regionally and nationally, priority issues to address and resolve. Reports to RFT.

**AUTHORITY:** Category 3. Advisory only.

## PC

Partnership Council

**MEMBERS:** RF Jack Blackwell; Janette Kaiser, Manti-LaSal Forest Supervisor; Harold Klein, Caribou administrative officer; Tony Valdez, Tonopah District Ranger; Jeanne Smith, Greys River RD resources clerk; Cathy Becker, Salmon and Challis computer specialist; George Christopher, NFEE VP; Curt Peterson, Human Resources Management director; Ed Morris, HRM employee classification/pay. Advisors: Gloria Crawley and Carolyn Reynolds, HRM employee management/relations.

**ROLES:** Deal with labor-management issues collaboratively and with pre-decisionals that have regionwide implications.

**AUTHORITY:** Category 2. Some specific decisionmaking authority; otherwise, advisory.

Janet Arling  
Strategic Analyst Staff  
Regional Office

Cindy Chojnacky  
Strategic Communications Staff  
Regional Office

## Ski Industry Week Draws Chief to Utah

**F**orest Service Chief Mike Dombeck was keynote speaker during Ski Industry Week December 2-6 at Snowbird, Utah, an event which drew hundreds of ski industry professionals from around the country.

The Chief talked about Forest Service history and response to

changing customer needs. The Forest Service and the ski industry share the same customers and the land is the foundation of their recreation experience, Dombeck noted. He said events such as the 2002 Winter Olympics (to be held in Salt Lake City, Utah) represent an opportunity to showcase the successful partnership between the ski industry and the Forest Service. For the past four years, the Forest Service has actively worked on improving relationships with the ski industry.

Dombeck's remarks made the front page of the Salt Lake Tribune

as well as the January issue of SKI magazine.

Jim Lyons, Undersecretary of Agriculture, also attended the event along with 25 Forest Service employees from around the country. Employees were able to join Lyons and Dombeck for a series of meetings with ski industry officials on the Forest Service's Winter Sports Program and its Winter Sports Partnership.

Susan Alden  
2002 Planning Team  
Intermountain Region

## Pair Present New Mineral Database at Denver Workshop

**M**ineral land law examiners Mary Ann Spindler, R4, and Barb Plattes, R1, presented a poster and workshop session during "Geofest '97," the

National Minerals and Geology Workshop hosted by Region 2 in Denver in September. The pair showed a design, screens, tables and reports for a new Mineral Leasing File (MLF) ORACLE database for the IBM computer system, designed in a partnership between Regions 4 and 1.

Gayle Yamasaki, R1 computer system analyst, is developing the mineral leasing tracking database. It may be adapted by other Forest Service regions now moving off Data General Infos II onto IBM.

MLF was first designed to track regional mineral leasing activities and enable better decisions and planning through quick and accurate determination of the size, location, type, stage, and significance of the mineral activities. In addition, the new MLF ORACLE database will also have Bureau of Land Management sales data, to track dollars from bonus bids and rental. It includes all mineral leases and permits, and the potential to accommodate future needs such as the Geographic Information System (GIS).

## Smokey Bear's "Father" Deeds Estate to University

**K**. D. Flock, the "father" of Smokey Bear—a bear cub rescued from a snag after a forest fire in 1950—has left his estate to the University of Montana's School of Forestry. Flock, who retired in 1958 as Boise National Forest Supervisor, died at age 94 in 1995. Flock had attended the University of Idaho and transferred to the University of Montana in 1929.

Flock was supervisor of the Santa Fe National Forest in Capitan, N.M., when the bear cub Smokey was lifted from a charred tree after a late-spring forest fire. The orphaned cub's paws were blistered by heat, but it was nursed back to health by Forest Service employees, their children, and a local veterinarian.

Flock suggested that the cub become the living symbol of the cartoon Smokey Bear introduced as the Forest Service's fire-prevention icon. Flock said a real bear cub would be more realistic as a teaching tool than a cartoon cub. Eventually the Forest Service agreed, and Flock accompanied the cub to its new home at the National Zoo in Washington, D.C. There four million visitors yearly visited Smokey until he died in 1976.





## "Common Ground" for Elk and Livestock Found in San Juan County

The Moab/Monticello Ranger District of the Manti-La Sal National Forest is transforming past barriers into current opportunities by implementing "common ground" for livestock and wildlife in the Elk Ridge Livestock Demonstration Area. (The nationally supported Seeking Common Ground program encourages local efforts that benefit both livestock and wildlife.) The demonstration area is a 225,920-acre site in the upper Colorado Plateau Region with many resource opportunities to bring together different interests on projects with common benefits.

San Juan County, Utah is a farming and ranching county with livestock permittees who typically are third and fourth generation operators. Drought conditions often cycle through southeast Utah, causing fluctuations in economic stability from loss of crop production and reduced livestock forage. A drought in 1995-1996 was considered the worst since the late 1800s. Competition for scarce forage compounded by the low market value of cattle, led to heightened conflicts among livestock operators, sports-

men, county officials and public land managers.

Bitter feelings have persisted for years. Fear that increasing elk populations will drive down livestock permit numbers or eliminate livestock from the range is prevalent among livestock operators. At the same time sportsmen are demanding larger deer and elk herd numbers and limited harvests for trophy hunting opportunities. In the late 1980s lawsuits were brought against the U.S. Forest Service and the Bureau of Land Management involving livestock grazing and wildlife concerns.

"It was time to change the way we do business," said Glenn Casamassa, Moab/Monticello District Ranger. "Instead of fighting, we are working together to resolve long-standing land-use controversies by demonstrating actual on-the-ground win-win situations."

The Forest Service has formed partnerships with the National Fish and Wildlife Foundation, Rocky Mountain Elk Foundation, Utah Division of Wildlife Resources, Bureau of Land Management, San Juan County, Ute Mountain Tribe, the county extension service, grazing permittees, sportsmen, and other interested groups and individuals.

"People have contacted us from Gallup, New Mexico to Brigham City, Utah to be placed on our mailing list," said Casamassa. "It's a process that could be considered 'historical' for San Juan County." A ten-person Steering



*Committee discusses management on the ground. From left, participants include Gary Wallace, Utah Division of Wildlife Resources; Vic Bradford, Southeast Utah Land Users Association; Bob Turri, San Juan County; Heather Musclow, Moab/Monticello RD; and Jim Keyes, County Extension.*

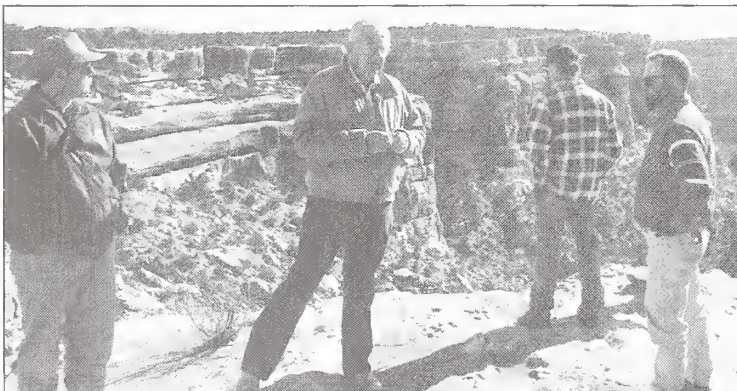
Committee, representing a wide variety of interests, has been formed to oversee and guide the process. "The list of people wanting to be on the committee well exceeded the number chosen, which we found encouraging."

The main objective is to establish a protocol for a teamwork approach to resolving conflicts. The project also aims to start sharing resources and job duties between jurisdictional boundaries, restore sagebrush/grassland parks, integrate natural and prescribed fire into the ecosystem while allowing protection of complex heritage resources, and to clarify resource use between elk and livestock.

"We are also hoping to generate ideas and insights into diversifying the economic base of San Juan County while preserving open space and the rural quality of life with a western tradition: ranching," Casamassa said.

For more information, or to be placed on the mailing list, please contact the Moab/Monticello Ranger District at (435) 259-7155 or send a DG message to H.Musclow:R04F10D04A.

Heather Musclow  
Moab/Monticello Ranger District



*Ed Scherick (center), San Juan County planner, shares some of county officials' concerns about canyon country management with other members of a steering committee charged to guide collaborative work for the Elk Ridge Livestock Demonstration Area.*



## Disabilities Awareness Day Held on the Salmon and Challis

This past October, Salmon and Challis National Forest employees, their counterparts at the Salmon Bureau of Land Management (BLM) office, and members of the community hosted a disabilities awareness day. The day also marked Disabilities Awareness Month. Kendra Sabo, special emphasis program manager, and Loris Shulenberg, Civil Rights Action Team (CRAT) member from BLM, planned the day to promote greater understanding of the physical and emotional challenges faced by people with disabilities.

Nan Bryant, physical therapist in private practice, spoke about working both with a disabled and injured person. She explained the importance of professional help and of support and acceptance from the community.

Next speakers were two federal employees whose lives were changed by an accident. Sandra Shellnut, BLM fire prevention specialist, and Baudi Shellnut, helitack foreman with the Salmon and Challis, spoke of their experiences when Sandra was injured and became temporarily wheelchair-bound. She described her frustration in the abrupt change from her extremely physical, active pace to a sedentary lifestyle. Baudi joked that as he struggled to cope with Sandra's unhappy moods, he was confused on why only she received sympathy. Sandra mentioned the number of physical obstacles to wheelchairs at the Forest Service and

BLM offices, as well as around the town of Salmon.

Joyce Scott, director of the Child Development Center in Salmon, spoke on early intervention and the challenges faced by parents whose children have physical or mental handicaps. She emphasized the value of "mainstreaming" disabled students in the public schools. She related how other students had benefited from the presence of a schoolmate with a visible handicap. This helped students become more accepting and more aware of their own "invisible" disabilities.

Julie Demick, special education teacher, described her work with handicapped children in the elementary school. She contrasted the experiences of a deaf student she tutors with those of her father, who grew up deaf in Salmon 50 years ago.

The audience was invited to experience how it felt to have their mobility impaired. A variety of wheelchairs, crutches and walkers were provided for employees, and a "race course" was laid out between the Forest Service office and the BLM break room next door. Participants were amazed to find out that half inch door jams could completely obstruct their wheelchair's progress,

and that automatically-closing doors were difficult to maneuver through with braces and walkers. Calls for assistance could be heard along the entire racecourse. After all racers had safely arrived at the break room, a potluck lunch concluded the event.

Rene Catherin  
Salmon and Challis NF

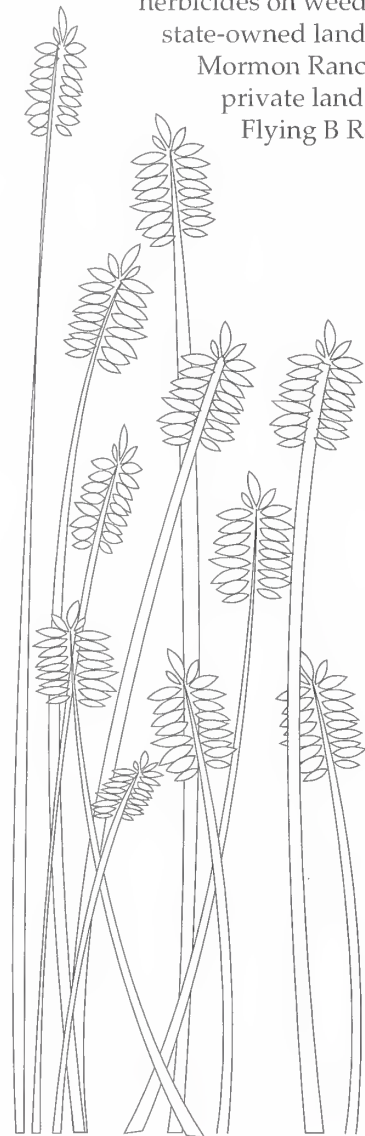


*Federal employees try to get around in a wheelchair at the office and on a short obstacle course during disabilities awareness day sponsored by the Salmon and Challis NF and the BLM.*



## Pulling Together on Middle Fork Weed Threat

Seven members of the Lemhi Youth Employment group spent two weeks this summer working in the hot sun destroying weeds along Middle Fork of the Salmon River. The youths pulled and chopped weeds on National Forest lands around the Bernard landing strip and the mouth of Sheep Creek and sprayed herbicides on weeds on state-owned land at the Mormon Ranch and private land at the Flying B Ranch.



The attack on weeds was part of a partnership project which includes the Rocky Mountain Elk Foundation, the Salmon and Challis National Forests, the Idaho Fish and Game, Lemhi County, private landholders, and the Backcountry Horsemen of America. The aim was to suppress noxious weeds along the Middle Fork in the Frank Church - River of No Return Wilderness. It was primarily funded by a \$12,000 grant from the Rocky Mountain Elk Foundation.

Led by Steve Adams, the Lemhi Youth Employment members hiked seven miles from the Middle Fork Peak Lookout to their camp at the Mormon Ranch on the banks of the Middle Fork. The Salmon Chapter of Backcountry Horsemen of America packed the crew's camping gear to the site and Bill Guth of Flying Resort Ranches (Flying B Ranch), helped with logistics and flying in supplies.

Crew members received instructions on weed identification and equipment use from Idaho Fish and Game Biologist Robin Holmquist and Forest Service Wilderness Ranger Tom Gionet. They then surveyed the area for noxious weeds and sprayed herbicides on noxious weeds at the Mormon Ranch and the Flying B Ranch. They used backpack pumps and a mule-mounted sprayer to apply the herbicides. In the wilderness, crews resorted to pulling and chopping the weeds. The crew treated weeds on 25 acres of private land, 13 acres of state land and 12 acres on the National Forest. Through the surveys and treatments the crew slowed the rapid spread of noxious weeds which threatened thousands of acres in river corridor.

After two weeks of hard work, the crew members rode out the Warm Springs Creek trail on horses provided by the Flying B. Their gear was flown out from the Flying B by Bill Guth.

While the youth group was working around the Bernard area,

private landowners along the Middle Fork were also attacking weeds as part of the project. Scott and Shiela Farr, outfitters and caretakers at the Middle Fork Lodge, treated the ranch properties. Then they went after weeds on the state lands surrounding the Thomas Creek airstrip on the other side of the river. All told, the Farris treated about ten acres of noxious weeds. Both treatments affected hundreds of threatened acres. The owners of the Diamond D Ranch on Loon Creek (a Middle Fork tributary) also treated their property for noxious weeds with help from the Custer County extension agent.

Why such an effort for weeds? According to Glen Seaberg, project coordinator for the Forest Service, noxious weeds are the biggest ecological threat facing the wilderness. "We are particularly concerned about spotted knapweed and rush skeleton weed," Seaberg noted. "But, we also worked on infestations of Canada thistle, musk thistle and tansy ragwort."

Noxious weeds threaten the Middle Fork ecosystem by displacing native vegetation. The rapidly spreading weeds reduce wildlife habitat and ecosystem biodiversity. The threatened areas along the Middle Fork include important winter range for elk, deer and other animals. Noxious weeds can reduce forage production, which reduces recreation and hunting quality.

"This was a very successful partnership between the Forest, the Rocky Mountain Elk Foundation, Idaho Fish and Game, private landholders and the Lemhi County Youth Employment group," Seaberg said. "We treated some critical areas and the youths learned about noxious weeds and resource management. We hope to be able to continue this project next year."

Kent Fuellenbach  
Public Affairs Specialist  
Salmon and Challis National Forests



## Bridge Built at Jack Creek Aids Bull Trout

**A**fter 15 years, the barrier preventing bull trout from reaching spawning grounds in Jack Creek has been removed—thanks to a partnership with environmental groups and local, state, and federal governments.

On November 24, 1997, engineers from Elko County and the Forest Service reviewed and approved final construction of the Jack Creek Bridge. This accomplished goals to improve habitat for bull trout and to upgrade a county road in the Jarbridge Mountains that heads north into the town of Jarbridge.

The new bridge replaced a culvert across the county road which had created a drop in the flow from Jack Creek and prevented fish from migrating to their spawning grounds upstream.

“

*This is an outstanding example of coordination and cooperation among the various local, state, and federal agencies in the county, along with several environmental groups, to improve bull trout habitat.*

—Dave Aicher, Jarbridge District Ranger

”



Truck from contractor Frehner Equipment brings asphalt to surface Jack Creek Bridge in Elko County, Nevada.



Mike Murphy (left), Elko County engineer; Gary Campbell, Forest engineer; and Gary Isamar, project foreman, complete final inspection of the Jack Creek Bridge.

The bull trout is a Forest Service-designated sensitive species in Nevada and is a candidate species for federal listing under the Endangered Species Act in Idaho and Oregon.

Cooperating in the project were Elko County, the Bureau of Land Management, Trout Unlimited,

Wildlife Forever, National Fish and Wildlife Foundation, the Nevada Division of Wildlife, and the Humboldt-Toiyabe National Forests.

Cheri Howell  
Humboldt-Toiyabe National Forests



## National Public Lands Day Strikes Again at Ward Mountain

The second annual National Public Lands Day event occurred on September 27, 1997 at the Ward Mountain Recreation Area of the Humboldt-Toiyabe National Forests, Ely Ranger District. Plans are already in the works for next year's project. This year, 325 volunteers arrived on a beautiful Saturday morning to participate in this community endeavor.

National Public Lands Day (NPLD for short) is a national program facilitated by the National Environmental Education and Training Foundation. Events are held all over the country on the last Saturday in September. The goal of NPLD is to increase environmental awareness and to learn to value public resources through volunteerism. Partners in this event include the National Forest Foundation (NFF), the Bureau of Land Management (BLM), the Forest Service, the Nevada Division of Forestry, the National Park Service and a myriad of local businesses.

The goal this year was to continue improving the Ward Mountain Recreation Area jointly managed by the BLM and the Forest Service. This multiple use area has a campground, picnic area and a trails system. The trail system is truly multiple-use and year-round. Mountain biking, horseback riding, hiking, ATV use and cross-country skiing all take place here. Located seven miles west of Ely, Nevada, the area is ideally situated for local as well as out-of-town use. Community involvement in the trails has increased use. For example, many folks have discovered cross-country skiing in their own "backyard."

The Forest Service, BLM, National Park Service and the Nevada Division of Forestry once again joined forces with many local businesses to tackle several volunteer projects. Volunteers included individuals, school groups, community organizations, and employees of sponsoring agencies and businesses and their families. All volunteers received t-shirts, water bottles and ball caps.

Accomplishments this year included 2 miles of constructed multiple use trail, 25 miles of trail signage, the installation of a new kiosk and the construction of a warming hut. Many bags of trash were also collected. After a morning of hard work, the volunteers were treated to a bar-b-que hosted by Mt. Wheeler Power.

For lunchtime entertainment, a play which portrayed Leave No

Trace conservation ethics was presented to the crowd by a local fifth grade class. Door prizes were also awarded.

A new complementary event was also held: 100 third grade students and 25 teachers and chaperones participated in a Leave No Trace program. Stations were set up throughout the campground where the students explored the principles of Leave No Trace through interactive games and activities. They later produced posters and displays which were shown at the Great Basin Heritage Fair in Ely.

A winter fun day is planned in which the community will be invited to come up and try out the trails at Ward Mountain.

Gretchen Burris  
Ely Ranger District



Volunteers working on two miles of multiple-use trail built during Public Lands Day effort at Ward Mountain Recreation Area.



All volunteers and agency cooperators were served lunch.

Jerry Green, Ely District Ranger (left) and Joe Santasteven, Senior Community Service Employment Program (SCSEP) enrollee, install a new kiosk at Ward Mountain.





## Santa's Workshop Comes to the Sawtooth NF

What do wood, paint, glue, wire, fabric, power tools, and a mustache have in common? All were used by about 35 Sawtooth National Forest elves, on permanent leave from the North Pole, to fund, design, and create two Christmas trees and a wreath for the Festival of Trees auction blocks in Burley and Twin Falls. This year's theme was Santa's Workshop. Both trees outsold other entries, raising \$1,840 for Magic Valley children.

One of 38 trees donated in the Burley community, the Sawtooth tree sold for \$775. In Twin Falls, the Sawtooth was among about 55 trees entered and sold for \$1,000. The trees were judged in the following categories: professionally decorated, decorated by a youth group, most humorous, and "best meets festival theme." This year the Sawtooth tree received honorable mention for best decorated. Its wreath sold for \$65. The Sawtooth has entered trees in the Twin Falls auction for 10 years, but this is the first year a tree was also entered in Burley.

Employees worked during lunch breaks and after hours to create ornaments and raise money needed to purchase materials. To fund this year's trees, employees donated items for a garage sale, participated in a Halloween potato bar, and bought donated pumpkins. Cost to create the artworks was \$510.

"We're often seen as a faceless bureaucracy. This gives us the opportunity, as citizens, to contribute to the community and bring recognition to the Forest," said Sharon LaBrecque, forest planner. "We start making ornaments in September, and the trees go on display the Wednesday following Thanksgiving for five days. Doing something that benefits the community is a great way to launch the holiday season."

So how does a mustache relate to this event? To raise money for

next year's trees, the Sawtooth held an auction at its annual Christmas party, raising about \$800. Bill LeVere, Forest Supervisor and Master of Ceremonies, said he would shave his mustache for six months if employees raised the amount to \$1,000. Consequently, LeVere is now sporting a clean upper lip.

Marna Daley  
Public Affairs Specialist  
Sawtooth National Forest



*One of the Sawtooth National Forest's Christmas trees donated to the Festival of Trees auctions in Burley and Twin Falls, Idaho. The Twin Falls tree sold for \$1,000 and the Burley tree sold for \$775. Both were the top-selling trees auctioned.*



*Samples of the hand-made wooden ornaments used to decorate the trees. All ornaments were created by Sawtooth NF employees.*





## Habitat Protection Work Done on Yankee Fork RD

Thanks to a \$22,000 grant, habitat protection and access improvement work was completed last August on Basin Creek on the Yankee Fork Ranger District, Salmon and Challis National Forests.

Three miles of road were converted into an ATV trail, a 20-foot span trail bridge was built at Short Creek, drainage structures were installed across 20 springs, and 3.2 miles of trail were rerouted around wet meadows. The new bridge helped reduce sediment created after an older bridge was washed out by high water.

A new trail head also was built at Basin Creek, and slopes were stabilized adjacent to the creek by spreading seed, placing log sills and planting willows. A four-person crew from the Northwest Youth Corps, and volunteers from Backcountry Horsemen did most of the work.

Forest officials saw the need to improve the aquatic environment after the chinook salmon was federally listed under the Endangered Species Act, critical habitat was designated, and a downward trend in habitat was observed.

An interpretive, fiberglass, silk screened sign at the new trail head describes the effects of sediment on resident and anadromous fish habitats and shows the need to reduce sediment production in the Basin Creek watershed.

Future plans call for a restroom at the trail head, when funding is available.

Renee Catherin  
Yankee Fork RD



*Forest Service employees examine washed out Short Creek Bridge. The collapsed structure was allowing sediment to wash into and impact critical chinook salmon habitat.*



*This new 20-foot span replaced the old bridge and solved the sediment problem. It was part of a package of habitat protection and access improvement work completed last August at Basin Creek on the Yankee Fork RD.*



# Showcase on Service

(Last September, Evanston Ranger District employees Tracy Abselen and Ted Scroggin participated in a nature camp at the Uinta County Youth Camp on the East Fork of the Blacks Fork River in the High Uintas. These letters came from some of the student participants.)

Dear Tracy:

Thank you for teaching us about the ecosystem. We really learned quite a bit about the animals' habitat. I liked how you did the relation stuff with string. It was neat. I liked how you gave us the cards about the animals.

Thank you for making learning twice as much fun. I had a blast. Oh, and I learned a lot more about deer. Thanks.

Sincerely, Elaine

•••••

Dear Ranger Tracy,

Thank you for showing us that neat stuff, and I really liked the rubber scat and footprints.

Sincerely,  
Mason Hall  
Mrs. Freeland's class

•••••

Greatest Uinta Mountain Forest Rangers  
Attention: "Ted"

Thank you for telling us about what to look for so we can find an animal.  
From: David Cole

•••••

Thanks for teaching me about fires.  
Tessa

Dave Goodin, Assistant Fire Management Officer  
Kamas Ranger District

Dear Dave:

On behalf of the National Forest Homeowners, I want to express our appreciation to you for helping to make the session on wildfire suppression a worthwhile educational experience for our permittees. The results of the evaluations really pointed that out.

Please accept our heartfelt thanks for coming, especially on a Saturday.

Sincerely,  
Evelyn de Ghetaldi  
Vice President, National Forest Homeowners  
San Francisco, CA

•••••

Richard Rusk, Assistant Fire Management Officer  
Salt Lake Ranger District

Dear Richard:

On behalf of the National Forest Homeowners, I want to express our appreciation for taking time off on a Saturday to present your very fine talk on "Wildfire Suppression - Keeping Your Cabin Safe." The evaluations indicated that the permittees thought you did a good job.

Your audiovisual materials were exceptional. Thank you so much.

Sincerely,  
Evelyn de Ghetaldi  
Vice President, National Forest Homeowners  
San Francisco, CA.

Dale Bosworth, Regional Forester

Dear Mr. Bosworth:

This is in regards to a volunteer trip my husband and I took with your employees down in the Dixie National Forest area June 27-28. First let me explain how we came about getting involved with this trek. I work full-time for Cottonwood Heights Recreation Center. My husband and I were attending the annual URPA conference held in St. George this past March. During the course of the auction, this trip became available for bid. I have always wanted to experience a horse packing trip and continued bidding until this package was ours. My husband was somewhat hesitant as he was raised with horses and wasn't sure as to how much fun a "working" trip would be, but he supported me in my quest.

I'll spare you the details of the trip (although having Fred [Ybright] read cowboy poetry to us while having a deer wander through our camp was like from the movies!) but we wanted to know what a wonderful experience it was for us. The scenery was beautiful, the staff was extremely helpful and friendly, and even the work was fun! We assisted in putting up the electrical fence around one of the meadows that is being returned to its natural state after years of overuse. It really made us feel like we were contributing in some small way to the environment and its beauty. The task did not take long and then we had plenty of time to enjoy the surroundings.

I have to let you know that Fred Ybright was a wonderful "guide!" Not only did he know everything about the area (historically and environmentally), but he made us feel so welcome and comfortable with the rest of the group. He is quite an asset to your department and a fantastic cook! The other staff members were also very friendly to us.

I hope that the (Forest Service) will continue to offer this experience in the future and consider additional ones in other locations. It was a way to experience first hand something that your department works hard to achieve in our environment, and a way to learn the importance behind it. I think that other individuals (not just parks and recreation professionals) would enjoy an experience such as this just as much as my husband and I did, and become educated about the environment at the same time. Needless to say, my husband's hesitation turned quickly into great enthusiasm, and he wants to bid on this trip again next year! Thanks for a great time!

Sincerely,  
Joe and Nancy Day

# Showcase on Service

David F. Alexander, Forest Supervisor  
Payette National Forest

Dear David:

The 20,000-member American Birding Association recently concluded a very successful regional conference in Boise, Idaho. While we present excellent programs at these meetings, the centerpiece is always the birding we do in the local area. We visited a number of areas in the National Forest and several of your employees were instrumental in facilitating those trips.

Floyd Gordon, forest wildlife biologist, was very cooperative in providing useful information about birding in the Payette National Forest. Similarly, Butch Gould, District wildlife biologist, helped us by sharing his insights and ideas for birding in the New Meadows Ranger District.

We especially appreciated the fact that you made Dan Richards available to help our group—an action that I think exemplifies the concept of public service and shows a real commitment to the Watchable Wildlife program. Dan was a real gem. He knows the birds, was very congenial with our attendees, and did a superb job of representing the Forest Service. Of particular note was the assistance he provided when one of our participants broke her ankle in Bear Basin. His calm, common-sense approach to this medical emergency was most helpful. As a former government employee myself, I know that decisions to use government vehicles for “non-government” tasks is always a touchy issue. Thankfully, Dan promptly made the right decision and we were able to resolve the situation quickly and efficiently with his help.

The efforts of these employees helped create a very favorable impression of the Forest Service among the 145 attendees. Their efforts were critical to the overall success of the conference, and were very much appreciated by all the participants and me. Please pass along my thanks to these outstanding individuals.

Sincerely,  
Ken Hollinga, Conference Manager  
Springfield, Va.

David Alexander, Forest Supervisor  
Payette National Forest

Dear Mr. Alexander:

On June 12, 1997, my wife and I were on a field trip sponsored by the American Birding Association, that took us to the Bear Basin area of the Payette National Forest. While there my wife slipped and injured her left ankle. She was in a wooded area, between 1/4 and 1/2 mile from the nearest road, and unable to walk.

The leader of the field trip was Dan Svingen, a USFS biologist from the Nez Perce National Forest. He had been in contact with Dan Richards, another USFS biologist, from the Payette National Forest, who was in the area.

After my wife's accident, Mr. Svingen asked Mr. Richards for assistance. Mr. Richards drove his 4-wheel-drive Jeep to a point about 30 feet from my wife, the closest a vehicle could get to her. With the assistance of some others in our group, Mr. Svingen and Mr. Richards got my wife into the Jeep, and, after obtaining Forest Service permission, Mr. Richards drove her to the McCall Hospital.

My wife had sustained a “trimalleolar fracture” (broken in three places) of her left ankle. She required surgery and spent the night in the hospital. I am writing you to commend the service and assistance provided us by Mr. Richards. I think it was less than one hour from the time my wife fell until she was in the McCall Hospital. The prompt first aid and rapid transport surely prevented further injury and complications. Mr. Richards exhibited both good judgement and concern, and we are most grateful.

We thoroughly enjoy the recreational opportunities afforded to us by the U.S. Forest Service, and we are proud, as Americans, that you have such men as Mr. Richards in your service.

Very truly yours,  
Charles H. Townsend  
Woodstock, NY

Joe Miczulski, Recreation Forester  
Fairfield Ranger District  
Sawtooth National Forest

Joe:

I want to personally thank you for your help in getting the gates on Whitney and Lime Creek opened for the 1997 deer hunt. It made a big difference for our party (we were able to get 3 deer for our 4 tags and would have got the fourth if we could shoot straight). These deer all came out of the area that would not have been accessible if the gates had remained closed. THANKS!

I also want to encourage your department to support having the gates modified to allow ATV access to these areas for future hunts. For hunters like myself, who cannot do much hiking because of medical problems, the use of ATVs makes a huge difference in our hunt. We have hunted this area for at least six years with ATVs and know how and where to hunt.

Because of your attitude and approach, you are truly a great ambassador for your agency. Again, I really appreciate your help and support.

Jon Cozakos  
Gig Harbor, WA



# Showcase on Service

Dear Regional Forester:

Over a year ago I requested information regarding overuse of National Parks for a research project. You kindly sent me a generous package of info, booklets, etc. Unfortunately, I lived outside the U.S.A. until only recently. Upon my return and long overdue, I thank you for your attention to my request.

Though my research project is long completed, I thank you and assure you that I will use these materials in my lifelong pursuit to create positive social and environmental impacts in global and local contexts. Thanks!

Mantenga La Fe',

Jill Drzeniecki  
New London, WI

Pete Karp  
Forest Supervisor  
Uinta National Forest

Dear Sir:

Although it has been three months since we met in Salt Lake City at the NFH Permittee Forum, and I have told several people about your articulate explanations to some very adversarial permittees, I have been dreadfully remiss in not thanking you. But we do, the entire Board and all the members of NFH at that meeting, appreciate your sacrificing a beautiful Sunday afternoon to help Randy and some of your "customers."

Personally I enjoyed talking to you outside the "arena," and I hope to see you again. I've been friends with Lynn for so long that I'm sure we'll be in SLC again soon.

Sincerely,  
Clare Engeseth, President  
National Forest Homeowners  
Sparks, NV

Bill LeVere  
Forest Supervisor  
Sawtooth National Forest

Thank you for your straightforward management plans. As a past native of Idaho and a yearly three-week visitor, I congratulate you and your staff for excellence in involving the public in matters of management change.

While we do not agree with all aspects of the plan, we appreciate your detailed response as to the rationale for each change.

In addition, your (Area Ranger Paul Ries') separate memo detailing the reasons for closing the road up Fisher Creek was much appreciated.

As our interests in the SNF grow and our retirement date nears, we continue to weigh the possibility of a summer volunteer (job) in the SNF.

Kaye and Jim Middendorf  
Woodstock, IL

Bill Levere, Forest Supervisor  
Sawtooth National Forest  
Paul Ries, Area Ranger  
Sawtooth National Recreation Area

Dear Sirs:

As you are both aware, I recently received an executed road easement allowing access across National Forest land after a two-year approval process. I am writing to commend Kim Hofeldt, the SNRA Special Use Administrator, for the professional approach with which she conducted herself during this project. I offer below, three traits that I observed which contribute to her considerable abilities:

1. She displays a bias for action. From the first site visit, I was impressed with her focus on getting all of the issues identified and then making progress to resolve them. Throughout the project she demonstrated an ability to resolve questions and move forward.

2. She makes decisions and takes responsibility. Once she had agreed on a course of action with her team, she worked to implement that plan. I know that on at least one occasion she had to defend her approach with another agency and eventually prevailed in her recommendations.

3. She is an excellent communicator. Kim really did an excellent job of setting my expectations initially and then later when there were delays. She kept me completely informed as to the status of the project at all times. She worked effectively with the contractors I retained, as well as with more than a dozen individuals from the SNRA and other federal agencies.

Please convey to her my respect for her skills, and my sincere appreciation for her efforts in bringing this matter to a successful conclusion.

The laborious interagency process that we were all forced to follow to complete this project is a topic for another letter. As you know, my family and I are active supporters of the SNRA. However, the lengthy nature of this project makes me feel that there are many administrative process issues that could be streamlined for the benefit of both the SNRA and private landowners.

Thank you for your consideration.

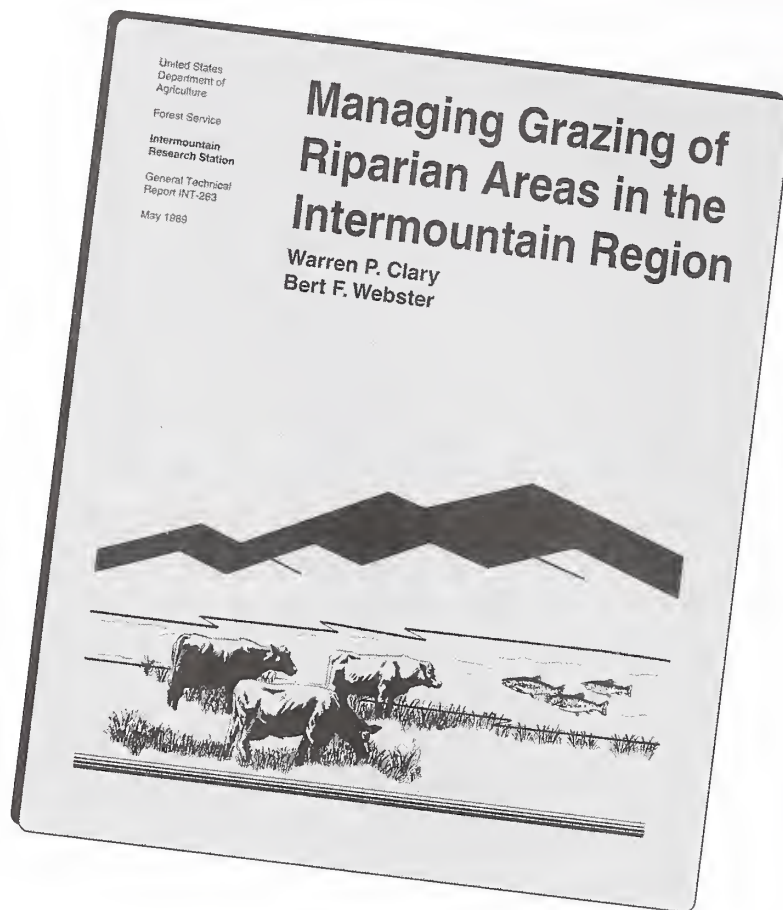
Sincerely,  
W. Michael Humphreys  
Wellesley, MA

### Boise Scientist Receives ISRM Research Award

**D**r. Warren P. Clary, head of the Forest Service's Boise Forestry Sciences Laboratory, was awarded the highest award for research Feb. 11 from the International Society for Range Management during the Society's annual meeting in Guadalajara. Clary received the W.R. Chapline Research Award, established in 1986 to recognize exceptional achievements in range science. Chapline was the first head of range research in the Forest Service when the agency's scientific investigations into grazing led to the creation of a new branch of science.

Clary, who is research leader and administrator at the Boise lab, was recognized for his personal research. He has focused on plant and animal interactions in riparian ecosystems along mountain streams. Clary and a team of scientists at the Boise lab have helped gain much of the scientific knowledge needed to conserve anadromous fish and Neotropical migrant birds in the Columbia River basin.

Clary is known in NFS range management circles for his publication on proper management of grazing along streams. This has been the most requested publication in the Forest Service's Rocky Mountain Research Station's publishing history. It's one of 160 Clary has published.



### Two Named Engineer of the Year

**T**wo R4 employees have been selected as 1997 Engineer of the Year. Gary W. Campbell, zone engineer for the Humboldt-Toiyabe National Forests, is Managerial Engineer of the Year. Shane A. Brown, electrical engineer in the Regional Office is Technical Engineer of the Year.

Campbell and Brown were nominated through a Region-wide

process and selected as best representing excellence in their category of work. A certificate, cash award, and plaque has been presented to them, and their names added to the permanent plaque on display in the Regional Office. They also have been submitted as R4's nominations for the Forest Service National Engineer of the Year competition.



### **“Termites” Receive Hammer Award for Reinventing Nevada Forests**

**T**hey are sometimes called the Termites because they eat away at the underpinnings of the current organization. “They” are the employees of the Humboldt-Toiyabe National Forests of Nevada, who took organizational reinvention in the Forest Service to a new level. This ad-hoc team, which guided reorganization of the Humboldt-Toiyabe National Forests, was

among 13 Forest Service efforts that won a Hammer Award from Vice President Al Gore.

The Hammer Award is a special award given by the Vice President to people—usually, but not always, federal employees—who have participated in a team effort that has contributed dramatically to improving the way government works. Unlike most government hammers, this one costs less than \$6, plus a few cents of ribbon, a few bucks for wood and paint, and a ten-cent card from the Vice President. Each team member also receives a small hammer lapel pin to help recognize their individual contribution.

The Humboldt-Toiyabe effort has replaced 14 staff officers with four assistant Forest Supervisors under one leadership and administrative team at a “supply center” in Sparks (formerly the Toiyabe NF’s Supervisor’s Office); split Nevada’s National Forest System lands into four geographical ecological sub-

units; and pulled together numerous Forest Service Centers of Excellence throughout the state.

The framework for the change is a “PIMS” model: Plan, Implement, Monitor and Support. Using PIMS, teams focus on planning, goal setting, priority setting, monitoring, tracking, feedback and adjustments. Another key change is the “unified budget”: funding is based on ecosystem and resource needs rather than a best-estimate.

“Termite” members were team leader Juan Palma (now Forest Supervisor, Lake Tahoe Basin), Gary Sayer (retired), Jerry Grevstad, Maureen Joplin, Jocelyn Biro, Dale Flannigan (moved to Utah as district ranger), facilitator Millie Grune, and recorder Georgia Higgins (retired).

Kris Absher  
Public Affairs Officer  
Humboldt-Toiyabe National Forests

Ann Matejko  
Volunteer  
Washington Office

### **NF Employee Named Idaho’s Top Mine Project Administrator**

**A**llen “Ray” Henderson, survey forester on the Salmon and Challis National Forests, was named Outstanding Agency Administrator in October by the Idaho Interagency Reclamation Awards Committee. The state-federal joint mining awards program recognized companies and individuals for their work in mining operations and reclamation.

Henderson was honored for his oversight of the Beartrack Mine project, located on the Salmon NF. Construction for the mine began in summer, 1994, after more than five years of exploration and development work. The mine set the 1996 Idaho record for gold production. It has won numerous awards for its good reclamation work; much of it due to Henderson’s coordination, according to Idaho Governor Phil Batt, who presented the award.

Henderson now serves as lead coordinator for an Interagency Task Force that administers and oversees the Beartrack project. “Ray has done an exceptional job,” Batt said. “The project has been closely scrutinized by the public, yet Ray has been able to stay ahead of the concerns and turn negative comments into constructive environmental measures

that have made the project better.”

Meridian Gold Company, which owns the mine, also received the Special Projects Award for work to protect water quality of Napias Creek at Beartrack Mine.

The Thompson Creek Mine received Idaho’s award for “Excellence in Operations for Hard Rock Mines Greater than 75 acres.” Pete Peters from the Challis NF is the interagency project coordinator for the Thompson Creek Mine, the largest open pit mine in Idaho.

## R4 Loses 103 Employees to Retirement, Buyout

(Editor's Note: R4 lost some very valuable resources this year—103 employees who chose to retire at the end of 1996. At press time, the Intermountain Reporter editor was scrambling to get a little background on each of the employees who have ended their career with the Forest Service, future plans, and how their units will fill in behind them. The following is just a partial list—those 40 stories we could track down by deadline. Stay tuned for the rest of the story in the summer edition of Intermountain Reporter. Many thanks to forest human resources and public affairs staffs who helped gather the information. For those who still have some information, please send electronic copy IBM Open Mail to Cindy Chojnacky/r4 with a hard copy to Cindy Chojnacky, 1625 North 1640 East, Logan, UT 84341 Thanks!)

### BOISE NF

**LARRY CARROLL**, forestry technician, Emmett RD. He worked 30 years for the Forest Service, starting in 1965 as a temporary. Larry worked 20 years in fire and 10 years in recreation. He has several hobbies and is enjoying them now.

**DON DITTMER**, supervisory forester, Emmett RD. He had 34 years split among timber management, range and recreation. He is visiting and enjoying his family and is thinking seriously of starting a consulting firm.

**RICHARD THATCHER**, nursery manager at Lucky Peak Nursery, had 35 years with the Forest Service. He had worked in nurseries several places and did pre-sale, timber and reforestation work. He is volunteering at an elementary school two days a week and will be going to work at the "Birds of Prey" wildlife sanctuary. His job will be filled.

**FRANK CARROLL**, Boise National Forest public affairs officer, left the Forest Service for a public relations job with private industry. New Boise PAO is Jennifer Jones, Bureau of Land Management PAO, who formerly worked for the Boise and for Carroll as a videographer.

### DIXIE NF

**JERROLD B. LEFEVRE**, civil engineering technician, SO, stationed on the Powell RD, had 31 years of service.

**RAYMOND L. LAIRD**, engineering equipment operator, SO, 17 years of service.

**VERN H. ROUNDY**, GIS coordinator, SO, had 31 years with the Forest Service.

**DAVID F. HARRIS**, range technician, Powell RD, had 31 years of service.

### FISHLAKE NF

**DENNIS K. ALLAN**, contracting specialist, 30 years with the Forest Service. Started out with the Bureau of Land Management in St. George, Utah as an engineering aid for four summers before going to the Forest service in 1967. Worked on the Ashley NF from '67-'71 as an engineer and a construction inspector. Worked for Sitgreaves, Tonto, Apache-Sitgreaves, and Kaibab NFs in engineering and contracting jobs. Worked for R4

Regional Office as supervisory contracting specialist from '79-'80. Then he worked for Fishlake from 1980 until his retirement December 21. Allan is working with his father as a blacksmith rebuilding buggies, wagons and old farm equipment. He plans to eventually move to Cedar City where their blacksmith shop is located. Geometronics Service Center will provide the work previously done by Allan.

**JAMES GARY DELEEUEW**, range technician, spent 10 years with the Forest Service, all on the Fishlake. He worked as a seasonal forestry aid for the Loa RD in 1985 and moved to the Richfield Ranger District in 1989 as a forestry technician. Converted to range tech in 1992 until he retired January 1. He is now farming and has a few cows. He loves to golf and makes his own clubs. He would like to renew his real estate license and sell part time in St. George. Deleeuw's position will be filled as soon as feasible.

**SCOTT L. DURFEY**, utility system repairer/operator, spent 19 years with the Forest Service and four with the National Park Service. He worked 8 seasons as a laborer and motor vehicle operator at Capital Reef National Park before coming to the Fishlake. He started as a seasonal forestry aid in 1976 for the Loa Ranger District. Retired December 30. Durfey is looking forward to having more time to farm and tend his range cows. He and wife Sherry are also enjoying time with their children and grandchildren. His position will be filled as soon as feasible.

**LYNN A. FINDLAY**, Fishlake forester, minerals specialist, pesticide coordinator and NEPA/NFMA coordinator. He had 36 years with the Forest Service. He worked four seasons as a forestry aid on the Targhee, starting in 1959. He got a range conservationist job in 1963 and



# Personnel

became a forester on the Caribou in 1966. He also worked for Bridgeport RD, Toiyabe NF; and the Pocatello RD, Caribou NF before joining the Fishlake in 1976. He retired January 3, and is working on a long "honey do" list. Findlay's position will be filled as soon as feasible.

**GARY O. LAING**, District Ranger, Loa RD. Laing had 30 years with the Forest Service. He worked three seasons on the Medicine Wheel RD, Bighorn NF as a forestry aid beginning in 1962. He went to the Boise in 1968 as a forester; went to the Monroe RD on the Fishlake as range conservationist in 1969, was promoted in 1976 to the Vernal RD, Ashley NF. Became district ranger at Loa in 1985. He retired December 30. He is spending free days catching up on lost fishing; he has a renewed interest in ice fishing and stops by the RD once in a while to report on fishing conditions. He and his wife, Monte, plan to stay in the Loa area. They moved into a new home and Gary is working on finishing the basement. They also enjoy spending time with their seven children and five grandchildren. The ranger position will be filled as soon as feasible.

**ELBERT J. "BERT" LOWRY**, wildlife biologist, had 16 years with the Forest Service, 14 years with the Bureau of Land Management, and one year with the Justice Department. He started in 1960 as an immigration patrol inspector with DOJ's Immigration and Naturalization Services in Rio Grand City, Texas. He worked for BLM as wildlife biologist on the Cedar City and Richfield districts starting in 1967. He transferred to the Fishlake in 1981 as forest wildlife biologist until his retirement on January 3. Lowry is setting up an office in his home to be a wildlife consultant. He also enjoys outdoor photography. Lowry's duties have been reassigned to other Forest personnel.

**DOUGLAS P. REID**, Fillmore district ranger, had 33 years with the Forest Service. He worked three seasons as a range aid and technician for the Manti-LaSal starting in 1964, and became a range conservationist in 1966. He joined the Preston Ranger District of the Cache NF in 1971, and served as forester, White Mountain RD, Inyo NF; range conservationist, Manti-LaSal NF; and district ranger, Burley RD, Sawtooth NF before he became Fillmore ranger in 1987. He retired January 3. Since then, he has done some ice fishing and is catching up on leisure time he has missed during fire season. He is not sure how long he can stay retired; he gets real "antsy" and may have to go to work, he said. His job will be filled as soon as feasible.

**BARBARA T. ROWLEY**, purchasing agent, spent 12 years with the Forest Service and five months with the Farmers Home Administration. She started as a temporary clerk typist with FHA in Richfield in 1985. She moved to an information receptionist job at the Richfield RD, Fishlake NF in 1985. She later became purchasing agent and served in this job until retiring November 30, 1997. Rowley can be found in Mesquite if she is not painting the house, cleaning closets, or mucking out the garage. Some of her purchasing duties have been assigned to other Fishlake personnel. The remainder will be assumed by a Southern Utah Ecogroup position located at the General Service Center in Salt Lake City.

**FERRIN J. REX**, landscape architect, had 32 years with the Forest Service. He worked one season as a laborer in 1965 for the Intermountain Experiment Station. He became landscape architect on the Gila NF in 1965. He went to the Ashley NF in 1968, the R4 Regional Office in 1970, and the Humboldt NF in 1971. He came to the Fishlake NF in 1977 until his retirement January 3. Rex has

spent a good deal of his time since settling his father's estate. His father and grandfather were great historians and journal keepers so he has been reading about his roots. He is also refinishing an old oak table and a chest of drawers. He has also promised his son in Richfield, Washington to help refinish his home. Rex' duties have been assigned to other Fishlake personnel.

**WALLACE T. SHIVERDECKER**, land use planner, had 28-1/2 years with the Forest Service. He worked two seasons as a fire control aid and forestry technician for the Cache and Targhee NFs starting in 1968. He became a forestry technician in 1970 for the Ashton RD, Targhee NF. He transferred to the R4-RO that same year. In 1972 he became a forester on the Boise NF; in 1978 he became public information specialist in the Washington Office. In 1983 he joined R6-RO as public affairs specialist; then transferred to R4-RO as supervisory public affairs specialist in 1987. He was reassigned as land use planner and public affairs officer in 1992 to the Fishlake NF. In 1996 he was given additional duties as forest land stewardship staff officer until his retirement December 30. Shiverdecker is working for an environmental consulting firm in Logan, preparing for a move there, and working on a large "honey do" list. His duties have been assigned to other Fishlake personnel.

## HUMBOLDT-TOIYABE NFs

**JIM TALLERICO** retired December 3. He had been the district ranger on the Spring Mountains National Recreation Area since January, 1993. He began his permanent career in 1975 as a landscape architect on the Uinta National Forest. He also worked on Chugach NF in Alaska. In 1989 he was reassigned to the Wasatch-Cache NF in Salt Lake City before he became district ranger in Las Vegas. He had 26 years of service.

# Personnel

**GEORGIA HIGGINS** retired January 1. She had been an accounting technician in the Supply Center since August, 1985. She began her permanent career with the Toiyabe NF, Fallon Ranger District in 1965 as a clerk-typist. She also worked with the Internal Revenue Service in Reno before she came back to work with the Forest Service as an information receptionist at the Humboldt NF in 1983. She had 33 years of service.

**WAYNE SWENSON** retired January 1. He had been rangeland management specialist on the Ely Ranger District, Central Nevada Ecosystem. Wayne had 32 years of service, most of it was with the Forest Service. He began his permanent career in August, 1966 with the Coconino NF as a range conservationist. In Region 3 he also worked on the Santa Fe and the Apache-Sitgreaves NFs. In November of 1980 he was reassigned to the Ely Ranger District of the Humboldt-Toiyabe NF, where he retired.

**GARY BELL** retired December 30. He had been fishery biologist with the H-T Supply Center (SO). He began his permanent career as a biological technician with the U.S. Fish and Wildlife Service, Albuquerque, New Mexico in September, 1974. He transferred to the Forest Service as a fishery biologist in August, 1978 to the Coconino NF; he also worked on the Apache-Sitgreaves. He was reassigned to the Humboldt-Toiyabe in October, 1993 where he retired after a 23-year career.

## MANTI-LA SAL NF

**DANIEL LARSEN**, soil scientist, Supervisor's Office, retired December 30 with 29 years of service. He and his wife have been traveling through Mexico and Arizona. They recently celebrated their 30th wedding anniversary.

**CLAUDIA MOYNIER**, budget analyst, Supervisor's Office, retired December 1 with 20 years of service. She and her husband (who also retired recently) have been traveling. They have also been remodeling their home.

**WAYNE PARKER**, supervisory land surveyor, Supervisor's Office, retired January 3 with 32 years of service. He and his family are enjoying his retirement.

**ODELL C. CHRISTIANSEN**, forestry technician, Sanpete Ranger District, retired January 3 with nearly 35 years of service. He enjoyed working on the Manti-LaSal N.F. for those years and will be missed by everyone on the Forest.

## PAYETTE NF

**RALPH E. TURNER**, supervisory civil engineering technician. Retired on November 30, he had 30 years, 8 months of federal service. All of this time was on the Payette National Forest and all of it has been with Engineering. The branch has filled in behind with a temporary promotion for one of the engineers out of the Council Ranger District.

**DIANA K. TIBBETS**, management & program analyst. Retired on December 30, she had 27 years of federal service. Started out on the Umpqua NF, moved to the Snoqualmie NF, moved to the National Park Service, then on to the Bureau of Reclamation. She took seven years off from federal service and returned to the Bureau of Land Management, then to the Bureau of

Reclamation and back to the Uinta NF, then came to the Payette NF in 1995 and retired from there. Diana has a beautiful ranch in Weiser, Idaho. She raises and sells mules. Her position will not be filled.

**JOYCE C. STECKMAN**, office automation clerk (Human Resources), retired on December 30. She had 21 years and 6 months of federal service, all with the Payette National Forest. She has done something of everything, from a clerk-typist, to an information receptionist, to a business management assistant, to a support services supervisor to a purchasing agent. She is planning to teach Payette friends how to do stained glass projects. Her last stint was here in Human Resources and she is missed terribly. HR hasn't filled in behind her; like everyone else they are struggling with budget and workloads and unsure what the outcome will be. They are pulling together as a team and trying to just get the basics done.

**JOHN A. LUND**, fish biologist, retired on December 30. He had 16 years and 7 months of federal service, all of it on the Payette National Forest. John also had 3 years and 11 months of military service. Lund worked on the McCall and Krassel Ranger Districts during his service. The Forest filled his position.

**MILTON (BUD) LAFAY**, forestry technician (scaler), retired on December 30. He had 34 years and 4 months of federal service, all on the Payette National Forest. He worked in Timber Resources his entire career.

**DAVID O. MATHIS**, forester (contracting officer), retired on January 2. He had 35 years and 4 months of federal service. Started on the Salmon NF, came to the Payette



# Personnel

NF, back to the Salmon NF, back to the Payette NF, to the RO-R4, back to the Payette NF, to the Challis and back again to the Payette NF. He is enjoying being retired and is looking forward to taking road trips with his wife, Judy. One of the Branch employees assumed his responsibilities.

**RONALD C. HAMILTON**, supervisory forester, retired on January 2. He had 33 years and 9 months of federal service. He also had three years of military service. He started on the Umatilla NF, went to the Gifford-Pinchot NF, then to the RO-R4, then to the Payette NF, then to the Salmon NF, back to the RO-R4, and then back to the Payette NF. His career has been in Timber Management Resources. Hamilton and his wife, Charlotte, are building a dream home in Cambridge, Idaho. The Forest has filled his position with a detailer for now.

**PETER L. JOHNSTON**, Council district ranger, retired on January 2. He had 29 years and 7 months of federal service. He also had 2 years and 9 months of military service. He started on the Caribou NF, went to the Salmon NF, to the Shoshone NF, to the Blackhills NF, to the Tongass NF, and here to the Payette NF. He worked in many resource areas during his career, making him one of the best rangers the Payette ever had. Johnston never retired from the working world; he left the Payette on a Friday and early the next Monday morning he reported to his new position as a manager for a tele-marketing company in Council. Maybe he will find some time for fishing or gardening or just laying in a hammock and reading a good book! His position is being filled with a detailer for the time being.

## SAWTOOTH NF

**BARRY BAUMERT**, civil engineering technician, Supervisor's Office. Baumert spent his entire Forest Service Career on the Sawtooth. He is now enjoying doing "nothing in particular" (but golf) for a while before deciding if he wants a second work life!

**PAUL DEMEULE**, forest rangeland management specialist, Supervisor's Office. Demeule is enjoying being "grandpa" right now. He may decide to join his wife Marcia selling real estate sometime later on.

**GRANT HENDRIX**, construction contracting officer's representative, Engineering Section, Supervisor's Office. After 30+ years on the Sawtooth, Hendrix and his wife (who is retired from Kraft) are moving to the little community of Brookings on the Oregon coast.

**GARY KAISER**, forestry technician, Supervisor's Office. Kaiser is making his home base near Las Vegas, Nevada, but his plans include lots of travel abroad.

**DAVE KIMPTON**, assistant area ranger, Sawtooth National Recreation Area. Although he will maintain a residence in Stanley, Idaho, right now Kimpton is joining his wife in Elko, Nevada, where she has taken a job.

**RAY NEIWERT**, rangeland management specialist, Twin Falls Ranger District. Neiwert plans a lot of fishing, golfing and relaxing while his wife finishes the school year in her teaching position. After that, they may make a move to Brookings, Oregon.

**ART SCROGGINS**, forestry technician, Fairfield Ranger District. Scroggins is trying to talk his family into leaving their Gooding, Idaho, home to explore Tennessee, where he has family.

**LUCY SLOMENSKI**, fish biologist, Stanley Ranger Station. Slomenski resigned and will be using her time and talents to pursue the causes she loves through the private sector.

## UINTA NF

**DAVID G. HOHL** retired January 3 from the Pleasant Grove RD after working thirty years for the Forest Service. His position as forester is being filled with a temporary promotion at the present time. Hohl moved to Pinedale, Wyoming where he has designed and is building a cabin. He is presently working on some recreation projects for the state of Wyoming. Other than that, he is spending his time raising horses.

**STEPHEN B. SMITH** retired January 3 from the Heber RD. He spent all of his thirty-six years with the Forest Service in Region Four. His title was range conservationist. They aren't filling his position as others have assumed more duties. He is enjoying his retirement.

**KAREN LANDON** retired January 3 from the Spanish Fork RD. Her thirteen years of service were all on the Uinta. The Forest plans to fill the support services supervisor job she vacated. It is a permanent position and has been advertised. Karen just got married and is planning on doing some traveling.

# Personnel

## Personnel

## ASHLEY NF

### Cash

DALE E. GRAY, Computer Programmer, Supervisor's Office - Dale has done an exceptional job in maintaining two computer systems (IBM and DG) in the Supervisor's Office. He has also helped get the IBM on the NRA updated and operating to meet the demands requested by the user's on the District.

JOHN S. SIMONS, Law Enforcement Officer, Flaming Gorge RD - For taking on additional duties as the Senior Law Enforcement Officer for the north slope of the Northeast Utah Zone, while providing leadership needed to effectively reorganize and accomplish the required objectives of the subunit assigned to.

ZERONE "TEX" LEFLET, Maintenance Worker, Flaming Gorge RD - Tex's extensive preparation and planning, coupled with diligent efforts before, during, and after the participation of the PIT volunteers made the 1997 Sweett Ranch Passport in Time Project a huge success.

ORLANDO GOMEZ, Budget Analyst, Supervisor's Office - The outstanding work devoted to the NUGB Budget/Fiscal concept. Orlando did a lot of work to make it successful.

DORIS PERRY, Budget Analyst, Supervisor's Office - For the outstanding job in helping clean up the NFN/CWFs accounts. Doris came into a new job and devoted the time needed to learn it and exceed all expectations. JIM COWAN, SCSEP Enrollee, Duchesne RD - For the work and assistance on reconstruction of North Fork Campgrounds in order for use by the public before the end of summer season.

SHIRLEY FARRAR, SCSEP Enrollee, Duchesne RD - For all her hard work in keeping Aventura Campground very well maintained, restrooms are always cleaned and plenty of firewood is available for campers. Has good customer service with the public at this campground.

GARY JEWETT, SCSEP Enrollee, Duchesne RD - For the work and assistance on reconstruction of North Fork Campgrounds in order for use by the public before the end of the summer season.

VAN TAYLOR, SCSEP Enrollee, Duchesne RD - For the work and assistance on reconstruction of North Fork Campgrounds in order for use by the public before the end of the summer season.

JERRY STREBEL, Forestry Technician, Duchesne RD - For leadership and efforts with the reconstruction of North Fork Campgrounds for FY 97. BRENT LEE, Maintenance Worker, Duchesne RD - For leadership and efforts with the reconstruction of North Fork Campgrounds for FY 97.

ALLEN A. HUBER, Range Technician, Duchesne RD - This award is presented to you from your peers for the excellent work you have done in Range. You have provided quality leadership in monitoring and planning for the needs of the land and the permittees. This has resulted in good working relationships with the public.

FRANK ROWDY MUIR, Forestry Technician, Flaming Gorge RD - Rowdy took the initiative to place rubber bumpers on over 95 docks during the winter season so that they would be in place for the 97 boating season. FRANK ROWDY MUIR, Forestry Technician, Flaming Gorge RD - This award is presented to you from your peers for the excellent work you do as reservoir manager on the National Recreation Area. You have gone out of your way to help users on the Gorge have a good quality experience.

SUSAN E. FREEMAN, Resource Specialist, Supervisor's Office - This award is presented to you from your peers for the excellent work you have been doing in InFra. This has been a very hard and time consuming job which you have mastered and helped others learn.

DOLORES M. MANNING, Personnel Assistant, Supervisor's Office - For exemplary performance for fiscal year 1997 as Personnel Assistant. KENNETH JAEGER, Forestry Technician, Vernal RD - For sustained superior performance with the Northern Utah Ecogroup during fiscal year 1997.

MARY V. SMUIN, Personnel Clerk, Supervisor's Office - Sustained superior performance in areas of pay, leave, volunteer program and customer service.

ROSS A. MONCRIEF, Supervisory Forester, Vernal RD - Outstanding effort put forth to implement Flaming Gorge Ranger District's 1997 Prescribed Burning Program.

THOMAS R. WATSON, Civil Engineer, Supervisor's Office - For outstanding performance level. Tom has worked this year as COR on contracts for roads and facilities involving a wide range of technical difficulties and price tags. He works well with people, is technically competent, ambitious, innovative and resourceful.

ELDEN J. BUCKALEW, Supervisory Engineering Technician, Supervisor's Office - Elden has accomplished goals and objectives in an exemplary manner. He has kept a hectic schedule and interfaced with other disciplines, staffs and outside groups while providing leadership and direction to the Road Crew.

### Group

JAMES S. GROENIER, Civil Engineer, DARLENE KOERNER, Soil Scientist, ROLAND L. LEIBY, Hydrologist, Supervisor's Office; and CHRISTOPHER S. SAVAGE, Hydrologist, Vernal RD - For extra effort in providing support and preparing the assessment for the Dry Fork Emergency Watershed Project. Team members displayed a high level of dedication and professionalism in completing this task.

### Spot

EILEEN F. RICHMOND, Forstr Adm; DONALD R. CATRON, Ecosystem Grp Ldr; WILLIAM R. SPENCER, Mtnce Wrkr; ERIC J. FINKELSTEIN, Supvry Vstr Inf Spsctst; PAMELA S. DOUGLAS, Adm Officer; TEX LEFLET, Mtnce Wrkr; DENNIS K. MARAS, Mtnce Wrkr; STEPHEN L. DILLREE, Mtnce Wrkr; BARRY H. CAIN, Water trtmnt Plant Opt; KEITH L. BABCOCK, Ld Mtnce Wrkr; CHRISTOPHER A. GAMBLE, Supvry Frstry Techncn; WILLIAM C. MORTENSON, Frstry Techncn; CLEVE B. YATES, Frstry Techncn; NANETTE J. GAMBLE, Frstry Techncn; CHRISTINA KLINGER, Frstry Techncn; AMY CORNABY, Frstry Aid; DAVID B. PALMER, Supvry Frstry Techncn - Vernal RD; JOEL "HARV" SKJERVEN, Supvry Forstr, Supervisor's Office; JULENA D. POPE,

Personnel Mgmt Spsclst, Supervisor's Office; BYRON N. LOOSLE, Archeologist, Supervisor's Office; STEVEN D. PHILLIPS, Fisheries Biologist; STEPHANIE A. MORELAN, Envrmntl Coord; PAULETTE D. WELDER, Mtnce Vhcd Opertr; LUCINDA K. POTTER, Financial Clk; MARI G. CAMPBELL, Resource Clk; GENE R. ZACHARY, Rity Spsclst, CHRISTOPHER R. COLLETT, Frstry Techncn; PAUL N. PFAEHLER, Bio Sci Techncn; STEPHEN BLATT, Wldfl Biolgst; RUSTY D. MUIR, Facility Mgr; FRANK ROWDY MUIR, Frstry Techncn; JOHN S. SIMONS, Law Enforcement Officer - Extra efforts and positive, helpful attitude displayed in hosting the September 1997 Regional Leadership Team meeting at Flaming Gorge NRA.

KATHLEEN M. PAULIN, Wildlife Biologist, Vernal RD - While serving as Biologist for the South Slope Service Area, Kathy excelled in her responsibilities on the Vernal Ranger District, maintaining a high level of quality work while providing exemplary customer service.

CHRISTINA F. OPRANDY, Soil Scientist, Vernal RD - Contributing to the mission of the Ashley National Forest by providing timely analyses, quality work, and exemplary customer service.

CHRISTOPHER S. SAVAGE, Hydrologist, Vernal RD - Contributions to the mission of the Ashley NF by providing timely and professional input and analyses, high quality work, and exceeding customer expectations.

ROSS A. MONCRIEF, Supvry Forester, Vernal RD - Maintaining a high level of quality and productive work while acting as Zone FMO between the Vernal and Flaming Gorge Ranger Districts.

NADEEN REED, SCSEP enrollee, Vernal RD - For outstanding public service in selling firewood and Christmas tree tags.

RETA W. CAMPBELL, SCSEP enrollee, Vernal RD - For outstanding public service in selling firewood and Christmas tree tags.

KRISTY COON, Clerk (OA), Vernal RD - For outstanding contributions to customer service.

KAREN BLOOM, Information Recpt, Vernal RD - For outstanding service on the front desk and with setting up display area. For work with vendors to sell firewood and Christmas trees.

HALLEY BINDL, Frstry Techncn, Vernal RD - For the excellent job of harvest inspector and for the help running the timber program on the Flaming Gorge Ranger District, during the absence of the Sale Administrator.

PAMELA CHONG, Mail/File Clk, Supervisor's Office - For outstanding research resulting in savings in fixed costs for the Forest.

BECKY DILLREE, SCSEP enrollee, Flaming Gorge RD - The manner in which she staffs the Manila Visitor Center is exemplary. She is prompt in coming on time, willingly takes on whatever is asked of her, is a generous, friendly, caring person and goes out of her way to assist our customers and staff members.

### Quality Step Increase

DEBRA A. MATHEWS, Law Enforcement Officer - For the outstanding performance as a Senior Law Enforcement Officer, while assigned to Law Enforcement and Investigation's Northeast Utah Zone.

COLETTE S. WEBB, Forestry Techncn, Vernal RD - For outstanding performance in silvicultural exams, thinning and stand exam contract administration and GIS.

DIANE B. AUGUSTUS, Inf Assistant, Vernal RD - For outstanding performance of Information Assistant and Acting Public Affairs Officer duties during 1997.

PAMELA L. CHONG, Mail/File Clerk OA, Supervisor's Office - For outstanding performance of mail and file duties during 1997.

CRAIG SHEELY, Forester, Flaming Gorge RD - Craig has sustained a superior level of performance for fiscal year 1997. He has accepted many new responsibilities and tasks during a difficult year.

MARI G. CAMPBELL, Resource Clerk, Flaming Gorge RD - For sustained superior performance as resource clerk, Flaming Gorge Ranger District.

GLEN PICKETT, Special Agent, Supervisor's Office - For outstanding performance.

### Promotions in Place

CLARICE GILBERT, Physical Science Technician, Duchesne Ranger District.

### Retirements

JC HUMPHREYS, Frstry Techn - Duchesne RD 12/30/97

GENE ZACHARY, Realty Specialist - Flaming Gorge RD 12/30/97

JODEAN WILLIAMS, Support Services Supervisor - Vernal RD 12/30/97

MERLE CECIL, Payroll/Actg Clk - Flaming Gorge RD 1/2/98

RULEN WOOLLEY, Frstry Techncn - Duchesne RD 1/2/98

### Transfer Out

ERIC RINKELSTEIN, Supvry Visitor Info Specialist, Flaming Gorge RD transferred to the Park Service as Park Ranger (Chief of Interpretation) Amistad National Recreation, Del Rio, Texas.

GLEN PICKETT, Special Agent to Supervisory Criminal Investigator, Region 2, Law Enforcement and Investigations, Laramie, Wyoming.

## BOISE NF

### Cash

ELLEN LESCH, Hydrologist, MT. Home RD - For Initiative and Leadership for the 8th Street Wildfire Timber Recovery Project. WILLIAM RUSH, Forester, SO - Dor outstanding support and leadership of the CRAT Program.

CHRISTOPHER WORTH, Land Management Planner, Emmett RD - For being a leader in Human Rights both with the Forest and with Community Human Rights Organizations.

DARLA ARANA, Timber Assistant, SO - For outstanding support of the CRAT Program, especially your mentoring and leadership of the Temporary Outreach and Recruitment Program.

DARREL VAN BUREN, Engineering Tech, SO - In recognition of commitment to the National IR Program.

MICHAEL MAHLER, Purchasing Agent, Idaho City RD - For saving \$30,000 to \$35,000 for FY97 termination of a Fuel Contract.

LISA KENNEDY, Forester, Mt. Home RD - For outstanding dedication and determination in the development and implementation of the 1997 Lake Tahoe Presidential Forum.

STEPHEN PATTERSON, Supervisory Forester, Cascade RD - For developing program strategies and implementing management initiatives in response to the Recession Act - Public Law 104-19.

TIM BURTON, Fish Biologist, SO - For outstanding effort in organizing and leading the Bear Valley Riparian Assessment Collaboration Session. MAX MUFFLEY, Forestry Tech, Emmett RD - For providing leadership and direction to the Natural Fuels Program on the North Zone the BNF. CHERYL MOLIS, Supv Contract Specialist, SO - For outstanding performance as the acting Administrative Office on the Payette National Forest.

LISA MALONEY, Information Asst., Mt. Home RD - For excellence in organizing and managing over 1700 water rights with the SO and Boise Adjudication Team.

MARIANNA BILBAO, Support Serv. Supv., Cascade RD - For supporting the Ecogroup Budget Analyst in preparation of the FY97 allocation and the SWI Organizational Study and Salvage Sale Fund Presentation. CHERYL TEETER, Resource Assistant, Idaho City RD - For accepting and doing all the "extra" tasks.

MICHAEL MAHLER, Purchasing Agent, Idaho City RD - For enthusiasm and customer service skills in conjunction with the Emergency Repair of Federally Owned Roads (ERFO) and Emergency Watershed Protection (EWP) for the District.

MICHAEL DIMMETT, Forester, Cascade RD - For quality efforts to make layout adjustments, appraise, and prepare the contract package for the Prince John Timber Sale.

KAREN KETCHU, Bio Science Tech, Cascade RD - For assuming the role of crew boss of the district fisheries crew for the 1997 field season. SUZANNE GEBHARDS, Hydro Tech., Boise SO - For excellence in completing North Fork Boise River monitoring project in 1997.

JANET BANNON, Computer Asst, Cascade RD - For successful implementation with utilizing the Paycheck Program and for diligently working at removing problems with the system.

GLORIA RINGEL, Clerk, Cascade RD - For implementing the Paycheck Program on the Boise NF and utilizing the multiple-persons access without up an individual profile for each employee.

CHERYL TEETER, Resource Clerk, Idaho City RD - For extra assistance with the large number of contracts during 1997.

DALLAS MURRAY, SSS, Mt. Home RD - For efforts in managing and organizing the co-location of the Boise Front Office to the BLM District Office.

DON SCHNEE, Elec. Tech., Boise SO - For being the primary Radio System Specialist for installation of the Combined Forest Service, BLM and State Dispatch Office as well as the Boise SO Office move.

SUSAN MORROW, Resource Asst., Emmett RD - For dealing with campground concessionaire and also in the formulation of an ecogroup prospectus.

LARRY CARROLL, Forestry Tech., Emmett RD - For fostering partnerships which resulted in successful completion of the Tie Creek Campground Project.

MARY GOODE, Actt., Boise SO - For providing expertise, knowledge and experience in accounts payable, adjustments and reimbursements to enable the Forest to exceed the Region's and OIG's standards for financial health.

JANE CROPP, Forester, Cascade RD - For efforts provided to facilitate timely repairs to forest system roads during the 1997 flooding.

ROBERT WEIKEL, Accountant, Boise SO - For providing expertise, knowledge and experience in FWPS, outyear and current year budget execution and suspense accounts which enabled the Forest to exceed OIG standards.

DONALD LEONARD, Fish Bio., Emmett RD - For exceptional assistance in developing an innovative Grazing Environmental Analysis. CHRISTOPHER BASSETT, Forestry Tech., Emmett RD - For extra effort in river ranger duties and out reach to many river recreationists.

DEIDA DAYTON, Forestry Tech., Cascade RD - For effort put forth on the North Fork Payette Timber Sale, Emmett RD.

JEFFREY HUNTEMAN, Lead Forestry Tech., Cascade RD - For effort put forth on the layout, marking and cruising on the North Fork Payette Timber Sale.

ROBERT REYNOLDS, Civil Engr Tech., Idaho City RD - For dedication and extra effort in completing emergency repair work on roads damaged during the 1997 New Years Day Flood.

JENNIE FISCHER, Hydrologist, Cascade RD - For innovation in improving water quality in the Gold Fork Watershed and completing NFRR Subbasin Review.

CHERYL MOLIS, Supv. Contract Spec., Boise SO - For extra effort necessary to support forest efforts to repairing system of roads damaged during the 1997 flooding.

### Group

ROBERT KIPP, Forestry Tech, SO, MIKE DANIELSON, Forestry Tech, SO, KEVIN TRACY, Forestry Tech, SO, AUDREY KARPE, Forestry Tech, SO - For extra effort in securing Check Cruiser Certification in addition to regular duties.

ALLEN BITTNER, Biological Tech., Mt. Home RD; PAUL LUSTENBERGER, Biological Tech., Mt. Home RD; DAVE ERWIN, Forestry Technician, Mt. Home RD; ANTHONY ALLEY, Hydrologic Tech., Mt. Home RD; CINDY LANCASTER, Range Tech and JOAN ROBERTSON, Biological Technician, Mt. Home RD - For excellence in your contribution to the field verification of over 700 water right claims.

LINDA YOUNGER, Business Mgt Asst., and KELLEY DEMASTERS, VIS Receptionist, Idaho City RD - \$200.00 for customer service skills and organizational abilities in the 1997 Cabin Rental Program.

CHERYL BECK, Cartographic Tech; MARK MASON, Hydro Tech and JENNIFER PURVINE, Bio. Tech., Idaho City RD; JENNIE FISCHER, Hydrologist, and JEFF STINSON, Hydro Tech., Cascade RD; ROBIN METZ, Range Conserv., Lowman RD; KRISTINE VOLLMER, Fisheries Bio., ED FOTCHMAN, Bio Tech.; and TJ CLIFFORD, Hydrologist, Lowman RD - For your contribution in completing field verification of water right claims for the Snake River Adjudication Team.

JAIME VAZQUEZ, Actt., JUDITH SILVA, Actt., DARREL VAN BUREN, Engineering Tech; CAM MEYER, Resource Asst.; MARK BEAULIEU, Civ. Engr. Boise SO - For contribution toward inputting INFRA information into a usable data base.



# Personnel

JASON THRONGARD, SANDRA TRIPP and BARBARA SIVEY, Personnel Mgt. Specs., Boise SO - For being part of a team of specialists which designed and presented a unique and "fun" Conducts and Ethics Session for the Southwest Idaho Ecogroup and NIFC.

JEFFERY HUNTEMAN, Lead Forestry Tech; JAMES O'NEILL, Supv Forestry Tech; and DEIDA DAYTON, Forestry Tech., Cascade RD - For their expedient and quality work in marking, cruising and posting boundaries on the Prince John Timber Sale.

ELIZABETH MARTIN, Acct. Tech; JOAN OLIVER, Voucher Examiner; JAIME VAZQUEZ, Acct.; MARY BETH KNOX, Accountant; JUDITH SILVA, Acct. Tech; MARIA FLORES, Acquisition Asst; BETSY HERMAN, Off. Auto Clerk, SO - For extraordinary effort in achieving the goal set by the Washington Office to improve the financial health of the Forest Service.

CLINT VANZILE, Forestry Tech.; ROBERT HETTINGER, Forestry Tech.; KENNETH THOMPSON, Forester; CHARLES MUNDEN, Forestry Tech.; CAROL ROSS, Forestry Tech., Emmett RD - For extra effort put forth to accomplish the Timber Sale Program on the Emmett Ranger District. HENRY CLARK, CLARA TURNER, MARIE TOLLIVER, Laborers, Lucky Peak Nursery - Work schedule was often altered to cover the additional workload and irrigation skills.

RON BEVERIDGE, TAMARA JENNER, ALICE MUFFLEY, BOB JAMES, KAREN MORTHLAND, ADRIANNA SANCHEZ, CAROL SHOBE, CHRIS HOLBROOK, JIM GIRADELLI, all Boise SO - For the planning and moving of 110 personnel to the new Boise National Forest Office. MARJORIE ALLMARAS, KELLY BROICH, BRETT WITLEY, JENNY TURNER, ROBERT MASSAD, MATTHEW SMITH, LESLIE DIXON, NANCY NICHOLSON, Forestry Techs, Lowman RD - For extra effort put forth on the layout, marking and cruising for the North Fork Payette Timber Sale, Emmett Ranger District.

JERRY FIRTH, Engr. Foreman; WALLY OLSON and TOM ALLEN, Engr. Equipment Ldrs.; JOHN CHRISTENSEN, ED JONES, DERALD JULIANO, HANK CLANCEY, RICHARD YOUNG, GUY MCKINNEY, GARY HAMMOND, VINCE STRAWBUCK, Engr. Equipment Optrs.; FRED HELLAND and WAYNE WASHAM, Mtr. Vehicle Optrs.; Road Crew, Boise SO - For extra effort in responding to District requests for road repair due to extensive damage caused by flooding during the winter of 1996-1997.

JIM KELLER, Land Mgmt Spec.; MICHAEL DIEM, Range Conserv.; JOSEPH FROST, GIS Manager; NORMAN NASS, Forester; JOHN THORNTON, Hydrologist; KATHLEEN GEIER-HAYES, Fire Ecologist; BOISE SO - For outstanding effort and completion of the preliminary analysis of the management situation for the SW Idaho Ecogroup, Forest Plan Revision.

FRANK ANGELE, Forester; WAYNE BECK, Forestry Tech.; SHANE STEWART, Forestry Tech.; BRANT PETERSEN, Forestry Tech.; SHANNON HITCH, Forestry Tech.; MARY JO SEXTON, Forestry Tech.; DAN SCHULTZ, Forestry Tech.; and RUSS BACON, Forestry Tech. - In recognition for dedication and hard work in exceeding the timber commitment on the Idaho City Ranger District during 1997.

## Spot

FRANK CARROLL, Supv. Public Affairs Spec, SO - Outstanding preparation for Congresswoman Chenoweth's field trips to the Boise NF. JOAN OLIVER, Voucher Examiner, SO - For outstanding effort in clearing personal property suspense list.

JEFF CLARK, Forester, Emmett RD - For assistance in the Forest Health Protection Technology Development Project.

JASON SANDUSKY, Lead Forestry Tech, Emmett RD - For performing duties that far exceeded those of GS-5 level while preparing the crew for the 1997 fire season due to several unstaffed positions.

CURT WRIGHT, Materials Handler, SO - For extra effort working with the Districts in coordinating property due to SO move.

CHRISTOPHER WAGNER, Forester, Lowman RD - For outstanding job in coordinating the Recycle Program on the District.

ANTHONY FOUST, Biological Tech, Cascade RD - For outstanding effort and success in finding the Warm Lake bald eagle nest and filling in for absence of District Wildlife Biologist.

ROBERT NEUMILLER, Forestry Tech, Lowman RD - For dedication of using a combined fire and thinning crew.

VICKI LAWSON, Outdoor Rec Planner, SO - For work on the creation of a Concessionaire Package for the SW Idaho Ecogroup.

ALEXIS COLLINS, Public Affairs Specialist, Mt. Home RD - For repeated efforts on the organization of the Western Idaho State Fair coverage.

ETHEL HILL, Procurement Asst, SO - For outstanding performance getting out solicitation packages in a timely manner while providing training for three positions.

DIANE ST. PETER, Info. Receptionist, Boise FO - For detail to BPM to accomplish needed tasks with little supervision and training.

CLARK WALLIS, Supv. Personnel Asst., Boise SO - For bringing personnel processes into the Twentieth Century via Computer Programs and Hardware - in particular, the Temporary Hiring Program.

RANDAL J. SKELTON, Supv. Forestry Tech., Emmett RD - For outstanding performance in the duties of the Asst. Superintendent, Prineville Interagency Hot Shot Crew for contributions to crew formation and training.

CAROL STRANAHAN, Acct. Tech., SO - For exceptional contribution to the Region 2 and Region 4 Log Accountability Audit Program.

DANIEL RUECHEL, Range Tech., Emmett RD - For motivation and quality work.

KAY COFFMAN, Personnel Asst., SO - For special efforts in meeting or exceeding SCSCEP targets during past program year.

MARK LOSKE, Dist. Fuel Spec., Cascade RD - For aggressive and energetic support in managing an efficient fuel program.

BRYAN DUEVEL, Civil Eng. Tech., Emmett RD - For outstanding skills in Engineering Operations to facilitate surveys and repairs.

DEE NELSON, SCSCEP - SO - For dedication and dependability.

TAMARA JENNER, Comp. Spec., SO - For efforts to install and correct software glitches.

ANNIE LA CAVA, Comp. Clerk, SO - For support in preparing post fire watershed condition reports.

DIANE McCONNAGHEY, Compr. Specialist, Boise SO - Cor quality GIS service provided for FY97.

LYN MORELAN, Forester, Boise SO - For leading, analyzing and documenting a thorough Forest level review and comment on the draft UCRB EIS.

DENNIS RAFFERTY, Carto Tech., Boise SO - For quality service provided for FY97. Efforts in handling cooperative cartographic workloads of two agencies.

HELEN WALL, Carto Tech, Boise SO - For quality GIS services and efforts set standards for Customer Service within the BNF as well as external customers.

FRANK MARSH, Forester, Mt. Home RD - For outstanding performance in the field layout of Timber Management Activities.

STERLING HILL, Forestry Aid, Cascade RD - For outstanding success in being the Crew Leader of the first J.T.P.A. crew on the Cascade RD.

LISA MALONEY, Forester, Mt. Home RD - For initiative and foresight in management of the silviculture data files and preparation of attainment reports.

ROLAND HARRIS, Forestry Tech., Mt. Home RD - For outstanding performance in the field layout of timber management activities.

JANET NIEHOFF, Info Receptionist, Idaho City RD - For support to the Winter Cabin Program.

KELLY DEMASTERS, Info Receptionist, Idaho City RD - For outstanding customer service during the 1997 Christmas Tree Program.

JAMES O'NEIL, Supv. Forestry Tech., Cascade RD - For extra effort in developing a more efficient stand exam data entry process for the PC.

## Performance Awards

DALE SWEARINGEN, Maint. Wrkr., Lucky Peak Nursery - For cultural skills and tractor operations. Accurate in root pruning and fertilizer application.

ERIKA BARKER, Gardener, Lucky Peak Nursery - For a strong commitment to producing highest quality cone and seed products. JASON THRONGARD, Personnel Spec., SO - For performing in an excellent manner throughout the rating period in addition to assuming higher level duties as needed.

DIANE GERBER, Payroll Tech., SO - For efficiency while accepting further responsibilities through the addition of several new units to the Paycheck Program.

MARY DEAGUERO, Civil Engr., Emmett RD - For performance and leadership with Federal, State and County agencies on the 1997 Flood damage restoration.

CAROLE DORAMUS, Gardener, Lucky Peak Nursery - To cover additional workload and to assist in training the new irrigation employee.

WANDA STEWART, Gardener, Lucky Peak Nursery - exceptional dedication, high standards and excellent work ethics.

JOHN CHASE, Tractor Opr., Lucky Peak Nursery - For weed control tilling and meeting correct time schedules of fertilizer applications.

KENNETH BAKER, Forestry Tech, Emmett RD - For initiative and tenacity in completing the mechanical and prescribed burning site preparation.

ANN ROSEBERRY, Forester, Emmett RD - For recruitment and supervision of seasonal employees and for providing timely technical and data support.

DONALD CARPENTER, Land Mgmt. Plng. Spec., Emmett RD - For District leadership, workforce management, EEO/Civil Rights and Acting District Ranger.

KATHY MOFFIS, Office Auto Clk., Emmett RD - For integrity in all areas of work, willingness to put forth extra effort.

SUSAN MORROW, Resource Asst., Emmett RD - For your high degree of expertise with the Automated Scaling Program and Timber Sale Accounting system.

JULIE HEARN, Admin. Office Asst., Emmett RD - For timely completion of Time and Attendance reports and procurement requests in spite of difficulties with a new computer system.

DAVID HALE, Supv. Forester, Emmett RD - District leadership, workforce management, program direction and accomplishment. For acquiring and utilizing external funding from grants and agreements to improve recreation opportunities.

DIANA CHAMPION, SSS, Emmett RD - For leadership and maintaining Emmett Ranger District's budget.

GLENN BLICKENSTAFFE, Forestry Tech., Cascade RD - For contributions to successful completion of the Fool Creek Trail and Bridge Reconstruction Project.

TERRY FORD, Engr. Tech., Cascade RD - For your assistance to the Emmett Ranger District timber sale program.

ROBERT SMITH, Engr. Tech., Cascade RD - For assistance in the survey and design of roads on the Emmett Ranger District.

CAROL MEYER, Resource Asst., Boise SO - For work in the Boise National Forest's recreation and lands special use programs.

STEVEN WATERS, Dispatch Ctr. Mgr., Boise SO - For superior effort in consolidating services for 3 agencies at the Boise Interagency Logistics Ctr.

CLINTON RANDALL, Supv. Contr. Spec., Boise SO - For managing and executing the Contracting Program on the Southwest Idaho and Nevada acquisition units.

ROBERT PATTON, Fire Planner, Boise SO - For fire planning and Smoke Management applications on the Boise National Forest.

J. S. SPAFFORD, Range Cons, Emmett RD - For leadership, program direction and accomplishment, weed control efforts with Boise and Gem Counties.

DAVID WORAS, Civil Engr., Idaho City RD - For your dedication and extra effort in assessing road damage and completing essential district projects.

PAUL MOROZ, Wildlife Bio., Emmett RD - For superior performance in District leadership, EEO/Civil Rights, and accomplishments. For wildlife input on the NF Payette and Silver Creek timber sales and partnership efforts with Rocky Mountain Elk Foundation.

JAMES BALDWIN, Civil Eng. Tech., Idaho City RD - For dedication in assessing road damage and completing essential projects following the 1997 floods.

GARY HILEMAN, Gardener Foreman, LPN - For field operations on the Nursery and implementation and development of the Nursery Wetlands Project.

GAYLE STILTON, Business Mgmt. Spec., LPN - For superior performance and helping the Nursery maintain a high level of accuracy in procurement and payroll activities.

KATHRYN BEALL, Cultural Assist., LPN - For planning of the Wetlands Project, and for excellent coordination of the Western Forest and Conservation Nursery Association Meeting.

## Quality Step Increase

LEAH JUARROS, Boise SO, Soil Scientist - For sustained quality performance in managing the Boise National Forest Soils Program.

DEIRDRE DETHER, Fuels Planner, Boise SO - For outstanding performance and leadership in increasing the role of fire in ecosystem management.

DAN SCHLENDER, Landscape Architect, Boise SO - For exceptional technical support in the analysis of the visual resources in NEPA and NFMA analyses.

DAN SCHLENDAR, Landscape Arch., Boise SO - For outstanding performance for FY97.

CLARK WALLIS, Personnel Asst., SO - For outstanding performance during FY 1997.

SANDRA TRIPP, Personnel Mgmt. Spec., SO - For outstanding performance during Fiscal Year 1997.

BARBARA SIVEY, Personnel Mgmt. Spec., SO - For outstanding performance during Fiscal Year 1997.

VICKI LAWSON, Outdoor Rec. Planner, SO - For outstanding work performance.

## Length of Service

15 Years

JOE BROWN, Computer Analyst, SO.

## Time Off

JEANNETTE WALLACE, Criminal Investigator, SO - 10 Hours for extra effort to reduce backlog of investigations and updating reports to meet national case tracking and reporting requirements.

CHRISTINE WAGNER, Support Svcs Supervisor, Lowman RD - 24 Hours for outstanding job as Acting SSS while also performing her duties as the District Computer Specialist.

NOAH MOFFIS, Supv. Forestry Tech, Emmett RD - 9 hours to provide assistance to people in the local area during the catastrophic events of 1997.

## Appointments

CAROL SMITH, Public Affairs Specialist, SO.

## Conversions

ERIC JONES, Student, Trainee-Forestry, Coleville NF to Forestry Technician, Red River RD.

## Promotions

GREG BARNES, Hydrologist, Weiser RD. to Hydrologist, SO.

## Reassignments

MARY JONES, Mail Clerk, Kamas RD, to Secretary, SO.

## Resignations

BARBARA SMITH, Forestry Technician, Greys River RD.

## Retirements

JIM WEAVER, Supervisory Forestry Technician, SO.

## Transfer Out

RENSE JACKSON, Range Conservationist, Evanston RD. to Range Management Specialist, US Air Force, Vanderberg Air Force Base, California.

## BRIDGER-TETON NF

### Extra Effort

ANN MEBANE, Air Quality Specialist, Pinedale RD - In recognition of outstanding accomplishments for R-2 and R-4 in air resource management during FY 97. Through your efforts we have been able to provide adequate protection to the air quality in the wildernesses of the Wind River Range.

DANIEL BAUER, Law Enforcement Officer, SO - For outstanding investigative and law enforcement support during the 1997 Rainbow Family Gathering on the Ochoco National Forest.

DALE GOMEZ, Wildlife Biologist, Buffalo RD - For sustained service as Acting District Ranger in supporting the needs of the Buffalo Ranger District and its neighboring community in the absence of an assistant ranger.

REBECCA FITZWILLIAMS, Forester, Buffalo RD - For sustained performance in Wilderness Management, Outfitter/Guide Administration and Coordination of the FY 97 Continental Divide National Scenic Trail Construction on the Buffalo Ranger District while operating with a reduced staff.

MELISSA HEARST, Forestry Technician, Buffalo RD - For outstanding contributions in Resort Master Development Planning, Serving as Safety Coordinator, Minerals Management, Special Use Administration, and Developed/Dispersed Recreation during a time of reduced staff on the Buffalo Ranger District.

### Spot

DIANA LEVASSEUR, Support Services Specialist, Kemmerer RD - For appreciation for the superior work you have done as Support Services Specialist on the Kemmerer Ranger District in FY97. Your dedication to doing quality work is much appreciated by the Fiscal & Accounting Section.

JAY ROMINE, Forestry Technician, Greys River RD - For completing quality on-the-ground work, for insisting on perfection, and paying attention to details.

BENTON SMITH, Supervisory Rangeland Management Specialist, Greys River RD - For sustained excellence in accomplishing the District program of work above and beyond assigned duties.

# Personnel

## Quality Step Increase

DALE DAWSON, Forestry Technician, Jackson RD - For exceeding productivity while working under unusual circumstances to accomplish timber and reforestation targets on the Buffalo and Jackson Ranger Districts.

MARGARET (Meg) GALLAGHER, Forestry Technician, Jackson Ranger District - Meg improved the quality of the Forest Helicopter and North Zone fire programs through increased workforce effectiveness and internal/external relationships.

SANDRA SEATON, Accounting Technician, SO - In recognition of your outstanding work performance which has contributed so much in bringing the Bridger-Teton to its current level of financial health.

## Time Off

EDELTRAUD HAYS, Accounting Technician, SO - For appreciation for the extra effort and dedication you have displayed towards improving and maintaining Forest Financial Health, especially in the areas of collections and obligations in FY97.

## Reassignments

WALTER WARRICK, Telecommunications Specialist, Payette National Forest to Telecommunications Specialist, SO.

## DIXIE NF

### Extra Effort

GWLDAYS E. DEISS, Computer Assistant, SO - For extra effort, customer patience, and effective accomplishment in the installation of IBM equipment and transition from the DG system. Has kept the Dixie in the forefront of ADP use and integration with management.

CATHERINE M. LEFEVRE, Computer Specialist, SO - For extra effort, customer patience, and effective accomplishment in the installation of IBM equipment and transition from the DG system. Has kept the Dixie in the forefront of ADP use and integration with management.

VERN H. ROUNDY, Forester, SO - For demonstrated extra effort and accomplishment in planning and submitting the Dixie FY 98 fuels management/ prescribed fire program for Regional funding. Vern's

quality work resulted in maximum program funding for the forest. JAMES T. BAYER, Soil Scientist, SO - For completion of the Dixie NF Soil Inventory in support of Forest Plan revision, while meeting and exceeding all funding and timing constraints.

RANDALL R. HAYMAN, Planning Analyst, SO - For extra effort and outstanding accomplishment in organizing and preparing the litigation records and reports for Uinta Flat Fire, and Jacobs/Swale Vegetation project, including coordination with OGC and DOJ.

RONALD L. RODRIGUEZ, Wildlife Biologist, SO - For extra effort and accomplishment in developing programmatic District wide Biological Assessments and evaluations and year long approved species lists through the U.S. Fish and Wildlife Service, saving the Forest considerable time and resources.

### Spot

THOMAS G. SUWYN, Forestry Technician, Pine Valley Ranger District - For outstanding performance in preparation and during the Fire Readiness Review conducted by the National Office of the South Zone Interagency Fire Team, which resulted in special recognition from the National Office.

DALE B. HARRIS, Rangeland Management Specialist, Cedar City Ranger District - For instigating the Tall Forb Project and completing the experimental fence in a timely manner, and for resolving long standing grazing issues.

JAMES T. BAYER, Soil Scientist, Supervisor's Office - For instigating the Tall Forb Project and completing the experimental enclosure in a timely manner.

W. KENT TRAVELLER, Landscape Architect, Cedar City Ranger District - For completing the Six Title VI Compliance Reviews on the Cedar City Ranger District, the Iron Peak Mine Reclamation, and the Brian Head Resort Master Development Plan and EA.

RANDY M. DAVIS, Forestry Technician, Cedar City Ranger District - For excellent work in timber sale administration and dealing with numerous purchasers and subcontractors involved in West Zone bark beetle recovery projects.

JULIE A. DAVIS, Resource Clerk, Cedar City Ranger District - For excellent work in maintaining and updating the STARS data base, as well as accounting for all timber sale folders, ticket books and scaling records. LEEANN BEEKMAN, Forestry Technician, Teasdale Ranger District - For excellent work in assisting the West Zone in completion of the silvicultural accomplishment and TSI reports, as well as training assistance.

NANCY A BRUNSWICK, Landscape Architect, Cedar City Ranger District - For excellent work on the Spruce Ecosystem Recovery Project, in addition to monitoring and accomplishment of West Zone NEPA projects.

DIANA L. MCGINN, Forester, Cedar City Ranger District - For significant contribution to data base management in support of NEPA analysis and in exceeding the timber sale preparation targets.

## Performance

JEFFRY G. BOTT, Forester, Cedar City Ranger District - For Superior performance of duties as West Zone Forester during FY 97.

ARLENE HEAP, GIS Program Assistant, SO - In recognition of outstanding performance in managing the Dixie NF GIS Lab following the reassignment of the GIS Coordinator. Her commitment to the program resulted in highly successful outcome for the customers in FY 97.

## Quality Step Increase

CATHERINE T. CARLILE, Personnel Clerk, SO - For continuing exemplary work performance over the last 52 weeks. Catherine defines "customer-oriented", is accessible and pleasant while accurately fielding a myriad of pay questions.

JANET S. NELSON, Personnel Assistant, SO - For exemplary work performance, exhibiting to customers a pleasant helpful demeanor in a rapidly changing personnel environment.

PHILLIP G. EISENHAEUER, Forester, Cedar City RD - For outstanding work on the Spruce Ecosystem Recovery project in addition to accomplishing and exceeding all reforestation, TSI, and preparation targets.

CHARLOTTE T. MITCHELL, Support Services Supervisor, Cedar City RD, PRISCILLA R. SUMMERS, Wildlife Biologist, Cedar City RD - For outstanding work on the Spruce Ecosystem Recovery Project in addition to accomplishing all required wildlife surveys, NEPA assistance and monitoring for West Zone projects.

BRIAN W. FERGUSON, Forester, SO - For his contributions toward development of properly functioning conditions concept and application of this concept in the prescribed fire program.

## Promotions in Place

ELVIN G. COX, Electronics Technician, SO.  
GWLDAYS E. DEISS, Computer Assistant, SO.

## Reassignments

MARIANNE BREEZE ORTON, Rangeland Management Specialist, Escalante RD to Environmental Coordinator, Powell RD.

ROBERT C. DAVIES, Fishery Biologist, Burns RD, Malheur National Forest, to Fishery Biologist, SO.

KENNETH M. KESTNER, Wildlife Biologist, Rigdon RD , Willamette National Forest to Wildlife Biologist, Escalante RD.

## Transfer Out

VALERIE L. WALDORE, Visitor Information Assistant, Escalante RD to Computer Assistant, Geometrics Service Center.

DEBORAH L. QUINTANA, Environmental Coordinator, Powell RD to Wildlife Biologist, Willamette National Forest.

## Retirements

DAVID F. HARRIS, Range Technician, Powell Ranger District.

RAYMOND L. LAIRD, Engineering Equipment Operator, Supervisor's Office.

JERROLD B. LEFEVRE, Civil Engineering Technician, Supervisor's Office.

VERN H. ROUNDY, GIS Coordinator, Supervisor's Office.

## HUMBOLDT-TOIYABE NFs

### Group

PAULETTE BENALLY, Personnel Clerk; SUSAN BERTSTRAND, Personnel Management Specialist; LUCILLE CAMPBELL, Personnel Management Specialist; BONNIE KENNEDY, Personnel Assistant; and JANICE SANCHEZ, Personnel Clerk, all from Supply Center - For sustained superior performance as part of the Supply Center Personnel Management Support Team.

DAVID BALLARD, Engineering Equipment Operator; TONY SANCHEZ, Motor Vehicle Operator; THOMAS LUNDORFF, Engineering Equipment Operator; WAYNE SIEVENAN, Motor Vehicle Operator; KENDRICK ASTARLOA, Laborer; RAYMOND CRUMPTON, Engineering Equipment Operator Leader; JOHN HAVELY, Motor Vehicle Operator; VERNON ASTARLOA, Engineering Equipment Operator; CASEY TOM, Motor Vehicle Operator - For sustained superior performance as team members of the Humboldt-Toiyabe National Forests' construction and Maintenance crew.

### Spot

DAVE WEIXELMAN, Botanist, Supply Center - For contributing to team coordination and overall district accomplishments. Award from the Tahoe National Forest.

GREG LYLE, Forestry Technician, Spring Mountains National Recreation Area - For performance as acting engine captain at Spring Mountains National Recreation Area for 1997 fire season.

JAY FREDERICK, Wildlife Biologist, Northern Nevada Eco System, Ruby Mountains Ranger District - For personal initiative and dedication in completing the Jarbidge Watershed Analysis in a timely and professional manner and for development of grants and partnerships to complete the Jack Creek Bridge project to enhance the Bull Trout habitat.

MICHAEL MCNEILL, Rangeland Management Specialist, Northern Nevada Eco System, Jarbidge Ranger District - For personal initiative and dedication in completing the Jarbidge Watershed Analysis in a timely and professional manner and for development of grants and partnerships to complete the Jack Creek Bridge project to enhance the Bull Trout habitat.

LUCILLE CAMPBELL, Personnel Management Specialist, Supply Center, Elko - For prompt and diligent preparation of the cost analysis and supporting documentation for the Humboldt-Toiyabe 1998 All Employee Day.

CARMELA ROMERIO, Rangeland Management Specialist, Northern Nevada Eco System, Jarbidge Ranger District - For providing excellent field support for the administration of the grazing program while maintaining positive relationships with permittees.

BRETT GLOVER, Range Technician, Northern Nevada Eco System, Elko - For leadership in moving the cooperative noxious weed program forward with local, state, federal and private entities.

CHRISTI SHAW, Archeologist, Central Nevada Eco System, Austin Ranger District - For efforts in making the San Juan Canyon Passport in Time project a success.

KATHY MOSKOWITZ, Archeologist, Spring Mountains National Recreation Area - For leadership and initiative in converting information stored on the Data General to the IBM and for teaching the district employees how to use the IBM system.

## Extra Effort

LARRY RALEY, Supervisory Forester, Sierra Eco System, Bridgeport Ranger District - For contributing time and effort to design, build and install the projection booth at Robinson Creek amphitheater.

JEFF BENSEN, Recreation Forester, Sierra Eco System, Bridgeport Ranger District - For contributing time and effort to design, build and install the projection booth at Robinson Creek amphitheater.

TIMOTHY FORSELL, Wilderness Ranger, Sierra Eco System, Bridgeport Ranger District - For outstanding performance as a Wilderness Ranger during the 1997 season.

BRIAN COCHRAN, Wilderness Ranger, Sierra Eco System, Bridgeport Ranger District - For outstanding performance as a Wilderness Ranger during the 1997 season.

KATHY LUCICH, District Ranger, Sierra Eco System, Bridgeport Ranger District - For dedication, commitment and influence in the reconstruction of Walker Canyon following the January, 1997 flood.

ROXANE RALEY, Resource Clerk, Sierra Eco System, Bridgeport Ranger District - For commitment to high quality work performance, maintaining a positive attitude and excellent work relationships with District co-workers.

LINDA MAYER, Resource Clerk, Sierra Eco System, Bridgeport Ranger District - For continued high quality work performance, while maintaining a positive attitude and excellent work relationships with District co-workers.

ANN MURPHY, Forestry Aid, Sierra Eco System, Carson Ranger District - For willingness to take on duties and responsibilities well beyond the scope of her job description while maintaining quality work and a positive attitude.

KIM CLEMONS, Computer Assistant, Sierra Eco System, Bridgeport Ranger District - For excellence part in preparation for the IBM installation resulting in a minimum disruption to the daily work routine at the District while still maintaining a high quality of normal work performance.

NANCY SNYDER, Resource Assistant, Sierra Eco System, Carson Ranger District - For outstanding service to the Carson Ranger District and excellence as a source of Special Use Permit expertise for all Sierra Eco System.

LARRY RALEY, Supervisory Forester, Sierra Eco System, Bridgeport Ranger District - For excellence in preparing and instructing the "High Performance Teams: class and the "Situational Self Leadership" class. Award from the RO.

LEE NELSON, Forestry Technician, Spring Mountains National

Recreation Area - For outstanding efforts in public information and public awareness on behalf of the district's fire program and the Forest Service in general.

KEN PAUR, Office of General Counsel, Ogden, UT - For leadership and support to the Tonopah Ranger District staff in litigation and appeals and providing quality representation.

DAVE HANEY, Fire Management Officer, Northern Nevada Eco System - For innovation and quality in developing the Meadow Complex Burn Plan, Alta Toiyama Mountain Range, 1997.

SUE FARLEY, Soil Scientist, Central Nevada Eco System, Ely Ranger District - For innovation and quality in developing the Meadow Complex Burn Plan, Alta Toiyama Mountain Range, 1997.

ERIN O'CONNOR-HENRY, Recreation Planner, Central Nevada Eco

System, Ely Ranger District - For innovation and quality in developing the Meadow Complex Burn Plan, Alta Toiyama Mountain Range, 1997.

JIM WINFREY, Archeologist, Central Nevada Eco System, Ely Ranger District - For innovation and quality in developing the Meadow Complex Burn Plan, Alta Toiyama Mountain Range, 1997.

TONY VALDES, District Ranger, Central Nevada Eco System, Tonopah Ranger District - For contributions to the Humboldt-Toiyabe Human Resources program through visible mentoring, support and measurable personal accomplishments.

LINDA KRAUS, Business Management Assistant, Central Nevada Eco System, Tonopah Ranger District - For coordinating and implementing an office renovation project including painting the foyer, front office, replacing foyer linoleum, reorganizing office displays and construction of map and poster panels within the office work area.

BERNICE MCPROUD, Rangeland Management Specialist, Central Nevada Eco System, Tonopah Ranger District - For professionalism, dedication, support and contributions regarding appeals and litigation on the Tonopah Ranger District, 1997.

CAROL EDWARDS, GIS Technician, Central Nevada Eco System, Tonopah Ranger District - For innovation and quality in developing the Meadow Complex Burn Plan, Alta Toiyama Mountain Range, 1997.

JOHN BRACK, Wildlife Biologist, Central Nevada Eco System, Tonopah Ranger District - For innovation and quality in developing the Meadow Complex Burn Plan, Alta Toiyama Mountain Range, 1997.

ARLENE BENSON, Archeologist, Central Nevada Eco System, Tonopah Ranger District - For creating and implementing a Passport in Time project with a large number of volunteers and Forest Service personnel, for which Rock Art panels were recorded from the Bald Mountain Wash site.

VIRGIL MINK, Wilderness Manager, Central Nevada Eco System, Tonopah Ranger District - For support, encouragement and participation during two Gang Alternative Partnership Wilderness Education camps on Table Mountain, Monitor Range, 1997.

RALPH WHITTAKER, SCSEP, Central Nevada Eco System, Tonopah Ranger District - For assistance in the organization and clean-up of the Tonopah District warehouse, also for professional woodworking abilities in making the front office swing doors and map frames needed for the Tonopah District Office renovation project.

JENETTE TURMAN, SCSEP, Central Nevada Eco System, Tonopah Ranger District - For dedication and hard work on the Tonopah Ranger District calendar and newsletter.

KATHRYN WHITTAKER, SCSEP, Central Nevada Eco System, Tonopah Ranger District - For dedication and responsibility for the management of the manuals and handbooks on the Tonopah Ranger District.

JUDITH HAMILTON, SCSEP, Central Nevada Eco System, Tonopah

Ranger District - For work with the Tonopah Ranger District files.

ERLAND FREDERICKSON, SCSEP, Central Nevada Eco System,

Tonopah Ranger District - For establishing a separate file of all

archeological site records and cross referencing site numbers with

applicable project numbers.

CARL CROWE, SCSEP, Central Nevada Eco System, Tonopah Ranger District - For dedication, support and work in the renovation project including painting the foyer, front office, replacing the foyer linoleum and painting the district office hallway.

JOCELYN BIRO, Forester, Sierra Eco System, Carson Ranger District - For outstanding work in establishing a partnership agreement with the Alpine County Chamber of Commerce in order to offer joint visitor information services.



# Personnel

GARY CAMPBELL, Supervisory Civil Engineer, SC, Elko - For recognition of dedication and extra effort as acting District Ranger for the Spring Mountains National Recreation Area.

LORRAINE WRIGHT, SCSEP, Spring Mountains National Recreation Area - For the extra support and invaluable assistance with staff files and directive efforts.

LEIGH MISHEBOW, SCSEP, Spring Mountains National Recreation Area - For providing valuable support and assistance with office staff special projects.

HAL PETERSON, Supervisory Civil Engineer, Supply Center - For outstanding effort in accomplishing unit goals and program of work in fiscal year 1997 despite the overwhelming impacts of the "Flood of 1997".

SCOTT LAMOREUX, Landscape Architect, Supply Center - For sustained superior performance in support of a forest wide recreation construction program.

MILLIE GRUNE, Fleet Manager, Supply Center - For making a significant contribution to the Humboldt-Toiyabe forest wide fleet management study.

RICHARD FISHER, Civil Engineer, SC, Elko - For providing consistent quality service and customer satisfaction in the bridge inspection program, Humboldt wide potable water program, facilities and fleet.

ROBERT RAMOS, Engineering Equipment Operator Leader, Supply Center - For sustained superior performance in leading the Construction and Maintenance crew team for the Humboldt-Toiyabe National Forests.

SUSAN ORTIZ, Civil Engineer, Supply Center - For outstanding dedication and effort to completing the Regional pavement condition inventory.

NATALIE LITTLE, Civil Engineer, Supply Center - For sustained superior performance in a variety of civil engineering projects and for completion of the Thomas Canyon Campground reconstruction project in a timely and efficient manner.

LINDA GUY, Civil Engineer, Supply Center - For sustained superior performance in a variety of civil engineering activities including role as acting east zone engineer and accomplishment of the Wolf Creek Emergency repairs and for the preliminary design of the Jarbidge Canyon Road.

WALTER SCHALNAT, Land Surveyor, Supply Center - For sustained superior performance as Geometrics Coordinator and producing products of the highest quality while providing exceptional customer service.

DONA ROGERS, Land Surveyor, Supply Center - For demonstrated commitment to the true spirit of "excellence" by providing prompt and courteous service to the customers served.

MARK MANDA, Maintenance Worker Leader, Supply Center - For exemplary dedication to quality in accomplishment of program of work.

EUGENE BLANCHARD, Civil Engineer, Supply Center - For dedication and extra effort in successfully completing the Humboldt SST project and consistently providing a high level of customer satisfaction with completed work projects.

CRAIG NEWMAN, Civil Engineer, SC, Elko - For dedication and extra effort in successfully completing the Jack Creek Bridge project and providing quality technical assistance on the other projects including Jarbidge Canyon ERFO and various minerals projects.

PAT WARD, Automotive Equipment Repair Inspector, Supply Center - For sustained superior performance in assisting the Forest during the "Flood of 1997".

LAURO GARCIA, Civil Engineer, Supply Center - For sustained superior performance in a variety of civil engineering projects and for continued high level of service in providing quality computer support to engineering and other units.

KURT THIEL, Supervisory Fire Engine Operator, Sierra Eco System, Carson Ranger District - For adjudication of fire billings in FY 1997, persistence in clarifying billings resulted in significant savings to the agency.

FLOSSIE GRAHAM, SCSEP, Supply Center - For dedication and high level of performance as part of the Supply Center personnel management support team.

JAMES WINFREY, Archeologist, Central Nevada Eco System, Ely Ranger District - For superior performance as a member of the Central Nevada Eco System planning and monitoring team in FY 1997.

DAVID McMORRAN, Ecosystem Planner, Central Nevada Eco System, Ely Ranger District - For superior performance as a member of the Central Nevada EcoSystem planning and monitoring team in FY 1997.

ERIN O'CONNOR-HENRY, Recreation Planner, Central Nevada Eco System, Ely Ranger District - For superior performance as a member of the Central Nevada EcoSystem planning and monitoring team in FY 1997.

CAROL EDWARDS, GIS Technician, Central Nevada Eco System, Tonopah Ranger District - For superior performance as a member of the Central Nevada EcoSystem planning and monitoring team in FY 1997.

Forest Supervisor/Deputy Forest Supervisor Quality Recognition Award

NORA DANIEL, Information Assistant, Northern Nevada Eco System.

LEVI BROYLES, Rangeland Management Specialist, Sierra Eco System, Bridgeport Ranger District.

DAVE WEIXELMAN, Botanist, Supply Center.

KERWIN DEWBERRY, Natural Resource Specialist, Spring Mountains National Recreation Area.

SARA MAYBEN, Ecologist, Spring Mountains National Recreation Area.

MARK MANDA, Maintenance Worker Leader, Supply Center.

DAVID YOUNG, Supervisory Law Enforcement Officer, Supply Center.

ANNE POLETE, Mail and File Clerk, Supply Center.

LINDA GUY, Civil Engineer, Supply Center.

MILLIE GRUNE, Equipment Specialist, Supply Center.

## Peer Recognition Awards

ANN KINNEY, Computer Assistant, Supply Center - For helping the Austin Ranger District during their computer break down.

BONNIE KENNEDY, Personnel Assistant, Supply Center - For helping the Austin Ranger District during their computer break down.

BONNIE KENNEDY, Personnel Assistant, Supply Center - For extra effort and support in helping the Ruby Mountains RD obtain their missing direct deposit paychecks after the local bank was purchased and changed names.

SANDRA SHERWOOD, Forestry Technician, Santa Lucia RD, Los Padres National Forest - For expert assistance in packing Lahonton Cutthroat Trout in Andorno Creek to their reintroduction.

LINDA GUY, Civil Engineer, Supply Center - For quality customer service to employees on the Humboldt-Toiyabe.

ROBERT PATTERSON, Forestry Aid, Spring Mountains National Recreation Area - For construction of box to secure chain saw in back of P-53.

BRETT GLOVER, Range Technician, Northern Nevada Eco System, Elko - For the long hours and hard work on the Santa Rosa District, efforts make the RBF program successful.

KATHY MOSKOWITZ, Archeologist, Spring Mountains National Recreation Area - For leadership and initiative in implementing the IBM system on the Spring Mountains National Recreation Area.

PAULETTE BENALLY, Personnel Clerk, Supply Center - For taking initiative to turn over the 1997-1998 files.

BRIAN STEINHARDT, Forestry Technician, Sierra Eco System, Carson Ranger District - For efficient job and great attitude in helping with NFMAS project.

ANNE POLETE, Mail and File Clerk, Supply Center - For exceptional service in mailing out Ecology Team Field Guides and assisting with National Disability

## Employment Awareness Month

KATRINA GRAY, Forester, Northern Nevada Eco System, Ruby Mountains Ranger District - For diligence in setting up the Infrastructure data base for Northern Nevada Eco System and completing the recreations annual report through Infrastructure.

BRENDA QUALE-MCCLEARY, Outdoor Recreation Planner, Sierra Eco System, Carson Ranger District - For outstanding support of the Northern Sierra Amendment.

STEPHEN HALE, Natural Resource Specialist, Sierra Eco System, Carson Ranger District - For outstanding support of the Southern Sierra Amendment.

WILLIAM VAN BRUGGEN, Forester, Sierra Eco System, Carson Ranger District - For extra efforts while on office space committee.

BRENDA QUALE-MCCLEARY, Outdoor Recreation Planner, Sierra Eco System, Carson Ranger District - For extra effort while on the office space committee.

DIANE BRADY, Purchasing Agent, SC, Elko - For taking over some of the workload.

ALLEN TAYLOR, Telecommunication Specialist, SC, Elko - For extra effort and perseverance in getting the radio lines working properly.

SUSAN BERGSTRAND, Personnel Management Specialist, Supply Center - For keeping up morale.

GLADINE PATRAS, Support Services Supervisor, Central Nevada Eco System, Ely Ranger District - For excellence in business management support to the planning team.

STEPHEN HALE, Natural Resource Specialist, Sierra Eco System, Carson Ranger District - For extra efforts while on office space committee.

DONALD SILVA, Accounting Technician, Supply Center - For helpful, friendly and accurate responses to questions.

## Quality Step Increase

SUSAN FARLEY, Soil Scientist, Central Nevada Eco System, Ely Ranger District.

DAVID GREENE, Supervisory Civil Engineer, Supply Center.

DIANE BRADY, Purchasing Agent, SC, Elko.

CARMEN FUNSTON, Personnel Officer, Supply Center.

ERIC MCQUAY, Forester, Northern Nevada Eco System, Ruby Mountains Ranger District.

BRIAN STEINHARDT, Fire Engine Operator, Sierra Eco System, Carson Ranger District.

## Appointments

LARRY BENHAM, Forestry Technician, Spring Mountains National Recreation Area.

MATTHEW JAMES, Wildland Fire Fighter Apprentice Program, Sierra Eco System, Carson Ranger District.

JOSHUA JAMES, Wildland Fire Fighter Apprentice Program, Sierra Eco System, Carson Ranger District.

## Promotions

DIANE SCHROEDER, Forestry Technician, Sierra Eco System, Carson to Law Enforcement Officer, Lake Tahoe Basin Management Unit.

TOM JEFFERS, Minerals Management Specialist, Northern Nevada Eco System, Mountain City RD, to Interdisciplinary, Northern Nevada Eco System, Mountain City Ranger District.

## Reassignments

PATRICIA EDER, Forestry Technician, Sierra Eco System, Carson RD, to Lead Helitack, Spring Mountains National Recreation Area.

LARRY MCPHAIL, Law Enforcement Officer, Northern Nevada Eco System, to Law Enforcement Officer, Modoc National Forest.

JASON DOWNING, Forestry Technician, Northern Nevada Eco System, Jarbidge RD, to Forestry Technician, Spring Mountains National Recreation Area.

PAULETTE BENALLY, Personnel Clerk, Supply Center to Accounting Technician, Supply Center.

## Resignations

GREG LYLE, Forestry Technician, Spring Mountains National Recreation Area.

DEANNE VALENZUELA, Computer Assistant, Central Nevada Eco System, Ely Ranger District.

## Retirements

GARY SAYER, Deputy Forest Supervisor, Supply Center.

GEORGIA HIGGING, Accounting Technician, Supply Center.

GARY BELL, Fish Biologist, Supply Center.

WAYNE SWENSEN, Rangeland Management Specialist, Central Nevada Eco System, Ely Ranger District.

JIM TALLERICO, District Ranger, Spring Mountains National Recreation Area.

ROBERT JENNINGS, Supervisory Forestry Technician, Sierra Eco System, Carson Ranger District.

## Transfer in

DAVID LOOMIS, Supervisory Forest Planner, SC, Carson City from Bureau of Land Management, State of Nevada, Carson District.

## MANTI-LASAL NF

### Cash

CHARLENE McDOUGALD, Budget Analyst, SO - for Superior Performance during the one-year detail in support of the Unified Budget process.

DOROTHY DUNCAN, Accounting Technician, SO - For providing additional support in Budget and Finance during the period the Accounting Technician position was vacant.

### Quality Step Increase

EUGENE LOWIN, Law Enforcement Officer, Monticello RD.

### Length of Service

30 Years

JERRY SHAW, Tribal Relations Coordinator, Moab RD.

20 Years

CARTER REED, Geologist.

CLAUDIA MOYNIER, Budget Analyst.

### Reassignment

GREGORY ROBISON, Computer Specialist, Allegheny N.F. to Computer Specialist, SO.

### Retirements

DENNIS KELLY, Hydrologist, SO.

DAN LARSEN, Soil Scientist, SO.

WAYNE PARKER, Supervisory Land Surveyor, SO.

CLAUDIA MOYNIER, Budget Analyst, SO.

ODELL CHRISTIANSEN, Forestry Technician, Sanpete RD

## PAYETTE NF

### Group

DAIN C. BATES, MISTY D. GOODRIDGE, GERALD J. O'HARA, JAMES R. OLSEN, HEATHER WILLIAMS, Biological Science Aids, McCall RD - For outstanding performance during the 1997 field season on the McCall RD fish crew.

BRYON L. BONNELL, ORIN H. CROCKETT, ANDREW J. DAUDT, JAMES C. GATES, MICHAEL H. HUEY, ERIC LUNA, LISA H. SHINE, DAREL I. SIMPSON, TODD E. STEPHENS, MELANIE D. SUTTON, JASON L. SVANCARA, RICHARD W. WALLMOW, GENEVA M. WOODS, SHERYL A. WOODY and BARBARA JO TIBBALS, Council RD Timber Crew - For outstanding performance and attitude in sale preparation of 28 million board feet of timber in Anderson Creek, Burnt Basin and Gougar Basin Timber Sales.

DAN D. BOOK, BONNIE E. GOOLD, GARY D. KOSKIE, AND NANCY A. YANTIS, Civil Engineering Technicians, Council RD - For exceptional performance and extra effort in fulfilling Engineering responsibilities for the SW Idaho Ecogroup.

JAMES A. CRITZ, DENNIS R. MARTI, STEPHEN R. SCHMOEGER, MICHAEL N. VOGEL, Civil Engineering Technicians, SO, SWERL Branch - For extra effort in completing road packages for FY 97 timber sales.

BRIAN R. CROSSLEY, GRETCHEN K FITZGERALD, ZACHARY A PARKS, Biological Science Technicians, Council RD - For diligent effort in completing all targets in the 1997 field season.

DAVID M. EDE, Writer-Editor, JOHANNA M. PEARSON, Administrative Assistant; SUSAN L. BOUDREAU, Ecologist; LYN WOLFE, LMP Specialist, SO - For outstanding effort and completion of the preliminary analysis of the management situation for the SW Idaho Ecogroup, Forest Plan Revision.

SANDY MAHON, Range Technician, D3; SYLVIA CLARK, Range Conservationist, D3; KENT ELLETT, Range Conservationist, D1; LEIGH BAILEY, Hydrologist, SO; CHANS O'BRIEN, Computer Assistant (GIS), SO; LIZ RUHKALA, Civil Engineering Technician, SO; and HOLLY BECKER, Hydro Technician, SO - For team contribution in meeting Forest consumptive water right adjudication deadlines, involving; District field verification, claim preparation, database development, and GIS mapping.

### Spot

CLIFFORD R. ARTHUR, Computer Programmer Analyst, Operations/ISM, SO - For excellent response in obtaining and consolidating information pertaining to year 2000 compliance of the forests computer hardware and software.

PAMELA S. BARNETT, Support Service Specialist, Council RD - For continued commitment to quality and the meeting of timeframes in the assistance and preparation of budget and FOIA requests.

KATHERYNE L. FLEGEL, Personnel Management Specialist, SO - For being a part of a team of specialists which designed and presented a unique and "fun" conduct and ethics session for the Southwest Idaho Ecogroup and NIFC.

WILLIAM FOWKES, Hydro Technician, Krassel RD; BRUCE W. HEMMINGER, Engineering Equipment Operator, New Meadows RD - For an excellent job during the past field season coordinating and implementing a variety of watershed improvement projects.

GLENN JOHNSTON, Assistant Fire Management Officer, Krassel RD - For outstanding technical assistance to the Forest Aviation Officer on special projects throughout the year.

GREG VERGARI, District Fire Management Officer, Council RD - For implementation of a new and innovative contracting approach to prescribed burning.

DON SANFORD, Small Engine Worker, Fire Warehouse - For the outstanding support opening and closing the McCall Tanker Base, and for installing the new pumps at the base.

PAM K. BRACISZESKI, Forester, Weiser RD - For consistent quality performance during sale prep activities, and efforts in streamlining the appraisal process.

# Personnel

TIMOTHY J. CAHILL and LINDA J. STRAIN, Forestry Technicians, Weiser RD - For extra effort and high quality work in accomplishing 1997 West Zone Recreation objectives.

MICHAEL O. CRAWLEY, Forester, Council RD - For consistent quality performance in sale prep activities.

MARLIN G. DAY, Forestry Technician, Council RD - For your continued work on the improvement of the GIS on the West Zone.

ANA ECGNEW, Writer Editor, Council RD - For your willing and outstanding contributions to the West Zone Fisheries program during the summer of 1997.

GARY A. ECKERT, Forester, SO - For outstanding assistance with quality control activities on West Zone timber sales.

KENT C. ELLETT, Range Conservationist, Council RD - For exceeding the weed and range structural improvement target for FY 97, and success in meeting high priority monitoring projects for the West Zone in the absence of range position in Weiser.

LEE ANN EVANS, Resource Clerk, Council RD - For playing an integral role in Business Management Safety presentation made to Council District employees during the period of 1992-1997.

LEE ANN EVANS, Resource Clerk, Council RD - For superior performance and compassionate internal customer service during the 1997 field season.

BILL FLORENCE, Forestry Technician, Council RD - For consistent high quality performance in sale administration duties.

JOANNE FRY, Computer Assistant, Council RD - For all your help in getting the Payette National Forest Safety Plan updated for the past 3 years.

ROBERT J. GRATTON, Forestry Technician, Council RD - For outstanding performance and attitude in preparation of 28 mmbf of timber, and his tenacious attitude in solving problems with the data recorders.

DAVID M. HOGEN, Fish Biologist, McCall RD - For outstanding organization, coordination, supervision and leadership of the McCall RD fish crew during the 1997 field season.

BARBARA N. HOLLIDAY, Wildlife Biologist, Council RD - In recognition of your continued commitment to the fisheries and wildlife program on the West Zone and your willingness to contribute during a time of need.

BRAD J. HUTER, Forestry Technician, Council RD - For excellent work in support of the West Zone recreation and trails programs.

DANIAL L. HUTER, Forestry Technician, Council RD - For extra effort in completing old growth surveys to keep the sale prep process on schedule.

ROBIN S. JAMES, Information Receptionist, Council RD - For your exceptional contribution to the Little Weiser planning effort while maintaining your other work requirements during 1997.

SHANE A. JEFFRIES, Wildlife Biologist, Council RD - For significant contributions to the development of the Wildlife protocol completed in FY 1997.

DEAN G. JOHNSON, Range Technician, Council RD - For exceeding targets in treatment of noxious weeds and structural improvements as well as monitoring studies and grazing permit administration during the 1997 field season.

HOWARD KEMP, Fleet and Equipment Specialist, SO, SWERL Branch - For outstanding assistance and extra effort in helping the McCall RD fire organization upgrade to a 300 gallon Model 52 Engine.

JILL KEMP, Resource Assistant, McCall RD - For time and effort spent with ditch bill applicants in the last weeks of the application period. Jill went out of her way to accommodate individuals and groups who requested assistance in preparing their applications.

JEFFREY A. KIRSCH, Soil Scientist, Council RD - For your contribution to the inventories during the floods of 1997 on the West Zone.

MIKE LEWIS, Forestry Technician, Weiser RD - For accepting additional responsibilities, successfully completing the fire crew hiring, course coordination of S-200 and providing quality training in other forest wide training sessions.

CLARK A. LUCAS II, Forester, Council RD - For consistent high quality assistance with the timber sale process.

ISSAC B. MARTINEZ, Forestry Technician, Council RD - For consistent high quality performance in harvest inspection duties.

JUDY M. MATHIS, Mailroom Assistant, SO - For your copying and help in assembling the Payette NF 1997 Safety Plan.

KRISTIE E. MATTHEWS, Forestry Technician, Weiser RD - For excellent work completing Weiser RD sign inventory and in support of the Zone Recreation program.

DARREN L. PEARSON, Range Aid, Council RD - For excellence in the Snake River Basin adjudication inventory and assistance in exceeding noxious weed treatment and structural improvement targets on the West Zone.

ANITA M. PERRY, Office Automation Clerk, Council RD - For sustaining day to day performance in personnel while handling an additionally large need for detailers and seasonals.

JEFFERY S. SHINN, Hydrolic Technician, Weiser RD - For your contribution to the inventories and preparation of the report during the floods of 1997.

TERRY L. TOLBERT, Biological Science Technician, SO - For exceeding targets in treatment of noxious weeds and structural improvements, compiling AOP booklets, utilization guides, and issuance of grazing permits.

HEIDI J. VEACH, Forestry Technician, Council RD - In recognition of your efforts in the completion of Filly and Rubicon sale area maps.

GARY L. VOS, Biological Science Technician, Council RD - In recognition of your continued commitment to the Wildlife program on the West Zone while coordinating the Flat Iron Cave inventory project and assisting in the implementation of the Idaho Ground Squirrel Conservation Agreement.

TERESA N. WHEELER, Forestry Technician, Weiser RD - For her continual dedication to the Forest's Fire Prevention program. Including successfully coordinating the Forest's annual school program and booths at the Washington County Fair and local parades.

SHERYL A. WOODY, Lead Forestry Technician, Council RD - For speaking out about the safety benefit of carrying a radio in the field, and convincing the TMA to follow this practice personally.

DIANE J. YATES, Administrative Office Assistant, Council RD - For superior performance in purchasing and procurement during the extremely busy field season of 1997.

SHERI L. KOSOSIK, Supervisory Personnel Assistant, SO - For providing a large number of Ecogroup supervisors excellent service during a relatively short time period using the new DEMO hiring authority.

JOYCE STECKMAN, Office Automation Clerk, SO - For your efficiency and eagerness to take on the additional duties of the Pay Technician during her absence. Thank you for doing such a great job!!

PEGGY M. WEAVER and NICK HERSHENOW, Hydro Technicians, McCall RD - For your superior performance while preparing and monitoring salvage timber sales, and for your dedication to developing and implementing the Riparian Survey Program.

JOHN T. RYGH, Hydro Technician, McCall RD - For providing obtuse solutions to acute challenges in the Long Term Soil Quality Monitoring Program.

MARILYN OLSON, Hydro Technician, McCall RD - In recognition of your superior performance while preparing and monitoring salvage timber sales, and for your enthusiastic sharing of your knowledge of riparian vegetation.

JAMIE MELBO, Hydro Technician, McCall RD - In recognition of your superior performance while preparing and monitoring salvage timber sales, and for your initiative in developing GIS mapping and BOISED modeling skills.

HAROLD L. LUKECART, Electronics Technician, SO - For excellent performance in managing contract installation of cabling infrastructure for data communications.

THEODORE C. DEMETRIADES, Forester, SO - For extra effort to complete the measurement of the Paddy Flat provenance test.

## Extra Effort

RODNEY K. JORGENSEN, Soil Scientist, Weiser RD - For outstanding leadership in soil monitoring, the development of threshold moisture guidelines, and extra effort in support of timber sale administration which allowed greatly improved mitigation of soil impacts.

GREGORY S. LESCH, Hydrologist, Weiser RD - For outstanding leadership in Integrated Riparian Inventory and in the modeling and analysis of RHCA.

MERRILL L. SALEEN, Forest Air Officer, SO - For substantial extra effort in the Forest Fire Analysis (NFMPs) and Fire and Aviation Affirmative Action program during FY 1997.

MARGARET A. ANDERSON, Forester, Council RD - For outstanding performance in supervision, sale prep, and sale recon organization, sale package preparation, and coordination with coworkers.

ROBYN D. ARMSTRONG, Fish Biologist, Krassel RD - For outstanding leadership and organization of the FY 1997 Krassel District fisheries work crew and assistance to the East Zone fisheries program.

LADDIE E. BATEMAN, Carpenter, Council RD - For ensuring housing was available for the expanded temporary and detail workforce for the 1997 field season. This would not have been possible if not for the extra effort.

BETTY M. BELTZ, SCSEP, SO - For help in putting together the Payette National Forest 1997 Safety Plan.

JEFFREY C. CANFIELD, Supervisory Forester, Council RD - For substantial contribution to the timber program involving the development of variable timber prescriptions used in the Little Weiser.

LAURIE S. DOUGLAS, Forester, Council RD - For outstanding performance in supervision, cruise design, sale preparation, and IDT leader duties.

JOHN E. ELLIS, Biological Science Technician, Krassel RD - In appreciation for coordination, field supervision duties, technical knowledge and skills and flexibility in implementing the survey program for FY 1997. You accomplished a great deal of work under constant changing priorities and direction, often with minimal supervision.

PAMELA A. KRIGBAUM, Budget Analyst, SO - For extra effort required to complete FY98 Ecogroup Allocation, develop Ecogroup budgeting alternatives based on criteria and complete FY97 MAR reports while Ecogroup Analyst was on detail to the RO.

FAYE L. KRUEGER, Land Management Planner, SO - For excellence in preparing and facilitating the "High Performance Teams" class.

CRAIG J. LEWIS, Accountant, SO - For developing and running FOCUS reports/macros to support both Ecogroup analyses and Regional Timber Budget Coordinator duties.

KELLEY E. MITCHELL, Forestry Technician, McCall RD - Contribution to the Clearwater NE Palouse RD Developed and Dispersed Recreation program. Kelley did an excellent job of training Kathy O'Brien to take over her position early in the field season of 1997.

DAUTIS D. PEARSON, Land Management Planning Specialist, Council RD - For outstanding leadership in the field environmental analysis and for building and maintaining an outstanding IDT process.

MICHAEL D. PILLERS, Computer Specialist, SO - For developing and supporting ORACLE based budget and analysis applications for the Ecogroup/Regional level.

KIMBERLY SLYTER, Forestry Technician, Council RD - For outstanding efforts in Timber Sale Appraisals, and efforts in streamlining this process.

## Performance

DALENE LEMBERES, Information Assistant, McCall RD - For outstanding effort and contributions during a period of staff changes and shortages.

JAMES A. CRITZ, Civil Engineering Technician, Council RD - For extra effort and support given by assuming additional timber sale work and responsibility so other employees could assist with the repair of flood damage caused by unusual mud slides that occurred in January 1997.

NANCY S. BACON, Computer Assistant, SWERL Branch, SO - For extra effort and support given to keep the office running smoothly while everyone else was tied up completing the contracts and doing contract administrations to repair the flood damage caused by the unusual mud slides that occurred in January 1997.

CHARLES G. SHOWERS, Supervisory Civil Engineer, SWERL Branch, SO - For outstanding effort in managing flood damages in the area ERFO, Emergency Relief of Federally Owned Roads, for FY97.

BARRY E. KONCINSKY, Supervisory Forestry Technician, FM, SO - For coordination of off forest projects specifically the NATIC project and maintaining all his other work in a superior manner while doing them.

JOHN LUND, Fisheries Biologist, Krassel RD - For providing professional expertise to all districts of the Payette NF during FY97, receiving a Superior performance rating for his accomplishments. He accepted a temporary detail to the West side, yet remained responsive to the East side's needs, and deserves extra recognition for his outstanding efforts.

JOANNE FRY, Computer Specialist, Council/Weiser RD - For outstanding management of West Zone PC's by establishing consistent program availability and support.

## Quality Step Increase

NIKKI DYKE, Fuels Management Officer, FM, SO - For outstanding leadership and performance in her program area with special emphasis in fuels and prescribed fire planning, fire analysis (NFMAS) and affirmative action.

PATTY A. JACOBSEN, Administrative Office Assistant, Smokejumper Base - For outstanding performance in procurement, assuming payroll responsibilities when payroll clerk is unavailable, compensation specialist duties, excelling in supervision and her interaction with employees and visitors at the base.

## Time Off

STUART A. WILSON, Lead Forestry Technician, Weiser RD - For accepting the challenge of being a first line supervisor, providing quality supervision, leadership, and dedication to hard work which contributed greatly to the completion of assigned projects.

CHRISTIAN RAMEREZ, Forestry Technician, Weiser RD - For outstanding positive attitude which makes you a very effective supervisor, good leader, and motivator which leads to the completions of many successful projects.

## Length of Service

35 years  
DAVID MATHIS, Forester, SO.  
30 years  
GARY A. ECKERT, Supervisory Forester, SO.  
30 years  
JAMES A. CRITZ, Civil Engineering Technician, Council RD.  
DENNIS R. MARKI, Civil Engineering Technician, Council RD.  
RALPH E. TURNER, Supervisory Civil Engineering Technician, SO.  
DAVID F. ALEXANDER, Forest Supervisor.  
25 years  
JAMES H. ARP, Landscape Architect, SO.  
LEE JENSEN, Forestry Technician, Fuels, New Meadows RD.  
CAROLE J. LAPPIN, Resource Specialist, SO.  
WALTER J. WARRICK, Telecommunications Specialist, SO.  
20 years  
CHRIS M. HESCOCK, Wildlife Biologist, Krassel RD.  
JOHN A. LUND, Fish Biologist, Krassel RD.  
SAM HESCOCK, Supervisory Forestry Technician, FMO, Krassel RD.  
DAN PIERSON, Lead Forestry Technician, Smokejumper Base.  
DEAN MARTENS, Soil Scientist, SO.  
CRAIG LEWIS, Accountant, SO.  
ROD JORGENSEN, Soil Scientist, Weiser RD.  
CYNTHIA GRINDE, Support Services Specialist, McCall RD.  
BUTCH GOULD, Wildlife Biologist, New Meadows RD.  
DAN DUTTON, Equipment Mechanic, SO.  
JEFF CANFIELD, Supervisory Forester, Council RD.  
JOELLA BOLLAR, Resource Clerk (Typing), SO.  
15 years  
TRONNIE LOSEKE, Budget Analyst, SO.  
DAVID HALL, Supervisory Forestry Technician, McCall RD.  
MIKE GETTLE, Forestry Technician, Weiser RD.  
NIKKI DYKE, Forester, FM, SO.  
MIKE CHRISTIANSON, Supervisory Forestry Technician, New Meadows RD.  
GREG BECK, Lead Forestry Technician, Smokejumper Base.  
NANCY S. BACON, Computer Assistant, SO.  
MARY W. FAUROT, Fish Biologist, Krassel RD.  
THOMAS L. KELLIE, Range Technician, New Meadows RD.  
LARRY A. KINGSBURY, Archeologist, SO.  
KRIS KOEBERLEIN, Resource Clerk, SO.  
ERIN ROHLMAN, Forester, SO, SWERL Branch.  
AL KESICK, Supervisory Land Surveyor, LSU, SO.  
RANDY SKINNER, Forestry Technician, New Meadows RD.  
JERRY OGAWA, Lead Forestry Technician, Smokejumper Base.  
10 years  
MEG A. ANDERSON, Forester, Council RD.  
DAVID G. CRUMB, Forestry Technician, New Meadows RD.  
JAMES E. DUZAK, Forestry Technician, Smokejumper Base.  
ALLEN L. HUBBS, Forestry Technician, McCall RD.  
PATRICIA JACOBSEN, Administrative Office Assistant, Smokejumper Base.  
CARLA KAMERDULA, Personnel Assistant, SO.  
DEL SHEPARD, Forestry Technician, Council RD.  
LARRY BOEHM, Forestry Technician, Council RD.  
STEVE COWGER, Forestry Technician, Council RD.  
TOD THOMPSON, Engineering Equipment Operator, SO.  
ROGER STAATS, Lead Forestry Technician, Smokejumper Base.  
DAVID LECLAIR, Carpenter, McCall RD.  
SUSAN KUMP, Forestry Technician, SO.  
SHANE JEFFRIES, Wildlife Biologist, Council RD.  
SANDI HOLBROOK, Forestry Technician, New Meadows RD.  
DENNIS GEVING, Lead Forestry Technician, Smokejumper Base.  
JOANN FRY, Computer Assistant, Council/Weiser RD.  
MIERA CRAWFORD, Public Affairs Specialist, SO.  
MIKE COOPER, Forestry Technician, Smokejumper Base.  
SHERRY SUMMERFIELD, Computer Specialist, SO.

## Appointments

ERIC R. VEACH, Fishery Biologist, Weiser RD.

## Conversions

STEVEN T. MARCHI, Student Trainee-Civil Engineer, SO to Civil Engineer, SWERL Branch, SO.



# Personnel

## Promotions in Place

DENNIS M. HELLER, Forestry Technician (FM), Krassel RD.  
MONTELL R. CLENDENON, Civil Engineering Technician, SWERL Branch, SO.

## Reassignments

JIM DAVIS, Supervisory Forestry Technician, New Meadows RD to Supervisory Forestry Technician, Council RD.

## Resignations

CASEY B. MAXWELL, Forestry Technician (Smokejumper), FM, SO.  
VIANNE VISSER, Office Automation Clerk, New Meadows RD.  
ROLF D. GOERKE, Forestry Technician, Krassel RD.

## Retirements

DELBERT W. SHEPARD, Forestry Technician, Council RD.  
RONALD C. HAMILTON, Supervisory Forester, SO.  
MILTON V. LAFAY, Forestry Technician, Scaler, SO.  
PETER L. JOHNSTON, Forester Administrator (DR), Council RD.  
DAVID O. MATHIS, Forester, SO.  
JOYCE C. STECKMAN, Office Automation Clerk, SO.  
RALPH E. TURNER, Supervisory Civil Engineering Technician, SO.  
DIANNA TIBBETS, Management and Program Analyst, Weiser RD.  
JOHN A. LUND, Fish Biologist, Krassel RD.

## Transfer Out

JULIE K. KING, Range Conservationist, Council RD to Deputy District Ranger, Cibola National Forest, Mt. Taylor RD, Grants, New Mexico.  
CLARK F. NOBLE, Supervisory Forestry Technician (Smokejumper), FM, to Fire Management Specialist (Training), National Park Service, NIFC, Boise, ID  
MICHAEL R. TYRELL, Forestry Technician (Smokejumper), FM to Forestry Technician (Engineer), Cleveland National Forest, Japatul Station, Alpine, CA.  
WALTER J. WARRICK, Telecommunications Specialist, SO to Telecommunications Specialist, Bridger-Teton NF, SO, Jackson, WY.

## Transfer In

KOLLEEN BEAN, Archeologist, SWERL Branch, SO from Archeologist, Gila National Forest, Silver City, New Mexico.

## SALMON and CHALLIS NFs

### Cash

TIM JONES, Lands Forester, SO - For outstanding performance and leadership at managing the Lands Program on the Salmon & Challis National Forest.  
STEVE MATZ, Forest Archaeologist, SO - For outstanding performance of duties and leadership for the Heritage Program on the Salmon & Challis National Forests.  
CLIFFORD KEENE, Forester, SO - For outstanding performance of your duties and your commitment to serving all Forest users and the employees of the Salmon & Challis National Forests.  
JOAN MARKS, Office Automation Clerk, SO - For consistently providing prompt, efficient, and courteous service to internal customers.  
ALEXANDRA DAVIS BOTELLO, Outdoor Recreation Planner, SO - For sustained superior performance of duties in the Recreation and Interpretive Programs.  
MARION MCDANIEL, Archeologist, SO - For outstanding performance of duties in Heritage Resources.  
KENNETH STAUFFER, Landscape Architect, SO - For outstanding performance and contributions to the Recreation and Wilderness Programs on the Salmon & Challis National Forests.  
LINDA FOSTER, Support Services Specialist, Lost River RD - For outstanding leadership in GIS and sustained superior performance.  
MICHAEL FOSTER, Natural Resource Specialist, Lost River RD - For leading the completion of the Sawmill Watershed Analysis in addition to outstanding achievement in your normal program of work.  
THOMAS BONN, Supervisory Civil Engineering Technician, SO - For your effort and leadership in the Forest Trails Construction/ Reconstruction Program. Your concern and effort displayed for this program caused many projects to be accomplished.

### Spot

EUGENE SUNDBERG, Forester, North Fork RD - For outstanding efforts toward the implementation of Vegetation Management Projects during 1997.  
ROCKY SOLK, Support Services Specialist, Challis RD - For diligent work, above average performance, and dedication in procurement for the Fire Organization.  
ANDREA REEDER, Business Management Assistant, Challis RD - For responding to additional duties in completing the Challis Creek Watershed Analysis.  
CHANCE GOWAN, Fish Biologist, Challis RD - For your distinguished role in making the Morgan Creek Collaborative Stewardship Team a big success.  
RUSS CAMPER, Natural Resource Specialist, Challis RD - For your distinguished role in making the Morgan Creek Collaborative Stewardship Team a big success.  
SHIRLEY HYDE, Information Receptionist, SO - For your extra effort at staffing the front desk during periods of personnel shortages throughout the year, and for your continued dependability and enthusiasm.  
KAREN GALLOGLY, Soil Scientist, SO - For providing outstanding watershed support that resulted in the successful completion of the Custer County Salmon River Project.  
BARBARA MACHADO, Hydrologist, SO - For providing outstanding watershed support that resulted in the successful completion of the Custer County River Project.  
MARY PREBBLE, Resource Assistant, SO - For dedicating the time, patience, and expertise in implementing Infrastructure in a timely manner and your willingness to assist District staff in using the program and data entry.

JEFFREY SLAGG, Forestry Technician, Leadore RD - For serving as Forest Service liaison with the Russian fire crew while they worked on the Salmon & Challis National Forests.  
JOHN HAMMOND, Natural Resource Specialist, Salmon & Cobalt RD - For your outstanding efforts in completing a portion of the Hat Creek Lakes Trail Construction Project, which was excellent and completed in a very cost effective manner.  
DON SMITH, Rangeland Management Specialist, Leadore RD - For concerted efforts in Range Administration and providing quality work in maintaining District trend records.  
CARA DENNY, Information Assistant, Leadore RD - For extra effort and efficiency in organizing the Grizzly Hill EA project file and its index.  
GLENN LACKEY, Forestry Technician, Leadore RD - For outstanding efforts in the Leadore District's Trail Program, including training and supervision of the trail crew and Continental Divide trail construction.  
SARAH LAU, Civil Engineer, SO - For outstanding work shown, both dedication and effort, in the accomplishment of the facility projects at the Bonanza YCC and Custer Saloon Sites.  
PATRICIA HACKETT, Civil Engineering Technician, SO - For the efforts shown in coordination and cooperation with Lemhi County and Beartrack Mine Personnel during the culvert installation phase of the Williams Creek Road Betterment Project.  
MARIA SANTANA, Student Trainee Accounting, SO - For being part of the fiscal and accounting team that put forth extraordinary effort in achieving the goal set by the Washington Office to improve the financial health of the Forest Service.

### Extra Effort

FREDERICK BATTLE, Forestry Technician, Challis RD - For continued superior performance in support of Fire Management and Facilities Maintenance.  
PIERRE CAIN, Forestry Technician, Challis RD - For continued superior performance in support of Fire Management and Facilities Maintenance.  
JILL MCCURDY, Forestry Technician, Challis RD - For dedication above and beyond the requirements of her position in coordinating, teaching and certifying Forest Service Employees' Standard First Aid and CPR.  
SCOTT SAYER, Rangeland Management Specialist, Lost River RD - For outstanding Range Program Administration during a period of severely reduced staffing.  
TERESA JOHNSON, Civilian Pay Technician, SO - For the successful consolidation and reconciliation of the Salmon & Challis National Forest's Personal Property under the new property guidelines and the Financial Health System.  
CONSTANCE WALTER, Purchasing Agent, SO - For promptness in finalizing procurements and BPA payments for our Forests in a professional and legal manner.  
SHERRY JACOBS, Lead Mail & File Clerk, SO - For her continued positive attitude and willingness to help the Districts as well as the Supervisor's Office in many areas. Sherry maintains a well organized efficient mail, file, copying, and lamination room. Sherry did many extra big duplicating projects for the Forests.  
RENEE CATHERIN, Forester, Yankee Fork RD - For your enthusiasm and energies towards providing for Civil Rights awareness on the Salmon & Challis National Forests and for serving as the Person's With Disabilities Program Manager.  
KENNETH RODGERS, Mineral Management Specialist, Yankee Fork RD - For providing leadership and direction to the Civil Rights Program on the Salmon & Challis National Forests and your commitment to making the program a success.  
KENDRA SABO, Forestry Technician, SO - For your dedication and commitment to increasing Civil Rights awareness on the Salmon & Challis National Forests and for your contribution as the Forests' representative to the Regional Program.

DAVID SABO, Forester, North Fork RD - For your commitment and endless energy towards promoting Civil Rights on the Salmon & Challis National Forests and your success as the Hispanic and Asian Programs Coordinator.  
ROCKY SOLK, Support Services Specialist, Challis RD - For your lasting commitment towards promoting Civil Rights on the Salmon & Challis National Forests, and for your continuous efforts as the African American Program Manager.  
MARY PREBBLE, Resource Assistant, SO - For your dedication to making the Civil Rights Program on the Salmon & Challis National Forests a success, and for your contribution as the Federal Women's Program Manager.  
THOMAS GIONET, Forestry Technician, Middle Fork RD - For your enthusiasm towards promoting Civil Rights awareness on the Salmon & Challis National Forests and for your efforts as the American Indian Program Manager.  
DANA LUCAS, Lead Forestry Technician, Salmon & Cobalt RD - For your commitment to Civil Rights and your dedication to making the Civil Rights Program on the Salmon & Challis National Forests a success.  
LARRY TAYLOR, Forester, SO - for development of a Timber Sale Salvage Collection Plan which ensures adequate financing of the Salvage Sale Program well into FY 2000.  
CATHERINE BECKER, Computer Specialist, SO - For taking time out from regular duties to input Lemars data into the system.  
ELIZABETH RIEFFENBERGER, Hydrologist, SO - For outstanding effort in coordinating the ongoing Snake River adjudication for the Salmon & Challis National Forests.  
FIELDS BENDER, Visual Information Specialist, SO - For the creation of outstanding visual aids used during the Lost Trail Pass Workshop to unravel the mysterious route of the Lewis and Clark Expedition, September 3, 1805.  
CHARLES HOFFMAN, Land Surveyor, SO - For successful leadership of the Forest Safety Program as Forest Safety Coordinator during fiscal year 1997.  
NANCY RUSSELL, Civil Engineering Technician, SO - For excelled performance and extra effort applied in accomplishing surveys and design packages for the Forest Trails and Timber Programs for FY 97.  
ROBERT RUSSELL, Supervisory Natural Resource Manager, SO - For providing outstanding leadership to the Inter-Agency Streamlining Process, improving relationships with the Regulatory Agencies.

ROBERT GARDNER, Forester Administration, SO - For demonstrating exceptional leadership to the Morgan Creek Allotment Collaborative Stewardship Project and the Challis Creek Watershed Assessment.

### Quality Step Increase

WILLIAM BAER, Forestry Technician, North Fork RD - For outstanding performance in FY 97.  
PETER SCHULTZ, Forestry Technician, North Fork RD - For outstanding performance in FY 97.  
SHERI HUGHES, Forestry Technician, Middle Fork RD - For recognition of outstanding achievements in providing high quality public services in the Wild & Scenic Rivers Program on the Salmon & Challis National Forest in 1997.  
ANTHONY BOTELLO, Forestry Technician, North Fork RD - For outstanding achievements in providing high quality internal and external public services in the FC-RONR Wilderness Program on the Salmon & Challis National Forests in 1997.  
KATHY SEABERG, Computer Assistant, SO - For continued dedication and superior performance in GIS.  
RONALD JOHNSON, Rangeland Management Specialist, SO - For outstanding performance in all phases of his job as Forest Rangeland Management Program Manager during FY 1997.  
ALLAN HENDERSON, Mineral Management Specialist, SO - For continued outstanding performance as Salmon & Challis National Forests Minerals Program Manager and North Zone Minerals Specialist.

### Length of Service

30 Years  
JOSEPH CARVELHO, Forestry Technician, SO.  
25 Years  
DAVID REEDER, Wildlife Biologist, Yankee Fork RD.  
20 Years  
CHARLES HOFFMAN, Land Surveyor, SO.  
10 Years  
SHERI HUGHES, Forestry Technician, Middle Fork RD.  
5 Years  
JODY WISNER, Forestry Technician, Challis RD.

### Promotions

PIERRE CAIN, Forestry Technician, Challis RD, to Supervisory Forestry Technician, Challis RD.  
KATHY SEABERG, Computer Assistant, SO, to Computer Assistant, SO.  
HEIDI ZARDUS, Lead Forestry Technician, North Fork RD, to Lead Forestry Technician, North Fork RD.  
MYRON TALLEY, Forestry Technician, North Fork RD, to Forestry Technician, North Fork RD.  
CHRISTY SCHULTZ, Lead Forestry Technician, Challis RD, to Lead Forestry Technician, Challis RD.  
FRED BATTLE, Lead Forestry Technician, Challis RD, to Lead Forestry Technician, Challis RD.  
CHRIS HEITSTUMAN, Forestry Technician, Salmon & Cobalt RD, to Forestry Technician, Salmon & Cobalt RD.  
TONI SULLIVAN, Management Analyst, SO, to Grants/Cooperative Agreements Specialist, SO.  
MELANI MAY, Supervisory Forestry Technician, Challis RD, to Helitack Manager, Challis RD.  
JILL MCCURDY, Forestry Technician, Challis RD, to Assistant Helitack Manager, Challis RD.  
MARK WISNER, Forestry Technician, Challis RD, to Assistant Helitack Manager, Challis RD.  
JUDY ULVESTAD, Clerk, Salmon & Cobalt RD, to Administrative Assistant, Salmon & Cobalt RD.

### Reassignments

PATRICIA ULIK, Public Affairs Specialist, SO, to Land Management Planning Specialist, SO.

### Retirements

CAROLYN SMITH, Information Assistant - 11 years.  
CLIFFORD KEENE, Forester - 32 years.  
MARION MCDANIEL, Archeologist - 20 years.  
RAY CULLINANE, Forester Administration - 34 years.  
NORMA GANDENBERGER, Accounting Technician - 13 years.  
TROY COOPER, Forestry Technician - 25 years.  
MARIAN BUENGER, Information Assistant - 26 years.

